



THE CALIFORNIA PROFESSIONAL

SUMMER 2024

FIREFIGHTER

PUBLICATION OF CALIFORNIA PROFESSIONAL FIREFIGHTERS



HISTORIC
CHANGES
FOR CAL FIRE

PRESIDENT'S
PERSPECTIVE

CPF-SPONSORED
LEGISLATION

2024 CPF
CONVENTION

MEMORIAL
EXPANSION



PUBLICATION OFFICE
CALIFORNIA PROFESSIONAL FIREFIGHTERS
1780 CREEKSIDE OAKS DR, SACRAMENTO, CA 95833
(916) 921-9111
WWW.CPF.ORG
INFO@CPF.ORG

EDITOR: **DEEDEE GARCIA**
ART DIRECTOR: **ROBBIE PANCO**
COVER PHOTO: **CAL FIRE**

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A MOMENTOUS CONVENTION

WE RECENTLY WRAPPED UP a historic 49th Biennial Convention in Carlsbad where members from around the state came together to help us chart our course for the next two years. It was an enormous success, and I want to say congratulations to all our locals who participated and made their voices heard. I want to touch on a few of these successes.

First, there were many resolutions passed by the delegates on statewide policy directions as well as internal programs and resources provided by our organization. Resolutions submitted by local affiliates put forward a strong vision for political and advocacy work over the next two years. Additionally, robust discussion and resolution work not only charted a path for CPF's growth, but affirmed the membership's shared beliefs in the potential of this organization. For example, the passage of a staffing increase resolution makes it clear that the membership has seen the vision over the past six years and supports our forward thinking over the next several years.

PEPRA reform is high on the list for many of our locals and I am happy to report that one of the resolutions passed by the body directed us to begin to secure modifications to this law. This will be a long and complex journey, but we are determined to begin making the necessary changes to move the needle away from the harmful impacts on our younger members.

We know all too well that cancer is one of our biggest threats and the lead-

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ing cause of occupational deaths among firefighters. The CPF will be carrying a resolution to the IAFF Convention in Boston this summer encouraging them to pursue federal funding for firefighter cancer research. Additionally, we are sponsoring AB 2408 which will ban the manufacture and sale of turnouts containing PFAS in California. CPF is not afraid to tell manufacturers that enough is enough, and we will not tolerate any toxic substances in the gear that is supposed to keep us safe.

The presidential election is on the horizon, and you can expect firefighters to be involved in races at every level of government that impacts our jobs. The decision reached at convention to modernize our PAC will fortify our ability to bring positive results to our members at the state and local levels. And while we are precluded from spending money



at the federal level, it is still important for us to educate our members on all issues that affect their livelihoods and impact their ability to provide for their families. We owe it to you to make our voice heard, and we will.

More than ever, it is important to stay actively involved in matters that impact our profession, our wages, benefits, and working conditions not only for our families but also for our communities that we are sworn to serve. We support those who support us and labor. When leaders stand with us on these core issues, regardless of their party, we stand with them.

As a true demonstration of this, one of our proudest moments of the convention was when we learned that the Governor stayed true to his commitment to CAL FIRE Local 2881 by including the 66-hour workweek in his 2024-25 budget. Following the excellent work of the L2881 bargaining team, CPF and L2881 worked hand-in-hand to advocate with the Governor and legislative leaders on the critical importance of the 66-hour workweek. We all came together for this, and it shows that when we band together there is strength through solidarity.

I am so proud to serve as the leader of this great organization and continue to push for improvements and protections for each of you and your families.



HIGHLIGHTING ACCESS TO FIREARMS IN FIREFIGHTER SUICIDE PREVENTION

THE CALIFORNIA FIRE SERVICE Task Force on Behavioral Health commemorated Mental Health Awareness Month with the Suicide Prevention and Awareness Stand Down Week during the week of May 19th to the 25th. The Task Force –composed of California Professional Firefighters, Cal Chiefs, Cal OES, and the Cal-JAC – requested all California fire departments, and local unions to dedicate themselves to a week of education, resource sharing, and providing the necessary tools to help California firefighters learn about and how to address Post-Traumatic Stress Injury (PTSI), behavioral health issues, and thoughts of suicide.

The emphasis during the 2024 Stand Down was on access to firearms and the importance of putting time and distance between a firefighter experiencing a crisis and lethal means. The vast majority of firefighter suicides occur by firearm, so having a conversation with our brothers or sisters about safe storage practices, temporary transfer of firearms, and further interventions can save a life.

While the Stand Down was hosted in May, the materials and resources remain available year-round. Visit our Behavioral Health Task Force website, www.healingourown.org, for updated tools and all other available resources, such as stories, clinical and wellness resources, talking points, and ways to spot signs of loved ones in crisis. To provide feedback on this year's Stand Down, please scan the QR code below. If you would like additional posters or pocketbook guides, please reach out to kgreene@cpf.org.

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BUILDING A STRONG FINANCIAL FUTURE

LEADING UP TO the California Professional Firefighter's 49th Biennial Convention, there was much thought and discussion amongst the Executive Board about our budget process, allocation, and need for an increase in revenue.

In the Spring of 2024, CPF local leaders from across the state gathered at the 1st and 2nd District Meetings in Glendale and the 3rd and 4th District Meetings in Sacramento. As Secretary-Treasurer of CPF, my goal for these meetings was to lead a discussion about the state of CPF's financials with transparency. By explaining the historical per capita distribution and the budget line items impacting CPF the most, we educated our members so they could truly understand what was at stake.

As I am sure a lot of you have noticed with your own finances, the inflation coming out of the pandemic has been astronomical across the country. Many businesses and corporations are trying to recuperate their losses, which in turn, has impacted us at almost every level of operation.

When paired with the increased cost of our convention, this created an unavoidable situation for our finances.

Our brothers and sisters of Carlsbad Firefighters Association, Local 3730, indicated their desire to host the 2020 Convention during the 2018 Conven-

“AS THE SECRETARY-TREASURER, IT IS MY OBLIGATION TO KEEP THE MEMBERSHIP INFORMED ON HOW THE CPF COLLECTS AND SPENDS MEMBERS' MONEY...”

tion, because of the pandemic, it was held virtually. In 2022, there was a labor dispute at the host site, so in solidarity, the 2022 Convention was held in Oakland instead.

Costs rose greatly in the four years between when the convention in Carlsbad was originally supposed to be held and when it was held this Spring. The cost difference between the 2022 Convention and the 2024 Convention was about \$200,000.

OPERATIONAL DUES INCREASE

At the district meetings this Spring, I explained the budget deficits and stressed firmly to the Executive Board and local leaders that the businesses at CPF absorbed the costs of rising operational expenses without increasing costs to the membership. As a result, there had not been a per capita tax increase in ten years. The costs absorbed also included the additional employees added to the CPF to assist locals.

This was no longer sustainable, the CPF budget could not support any further operational growth without a per capita tax increase.

That is why at the 2024 CPF Convention, our members were presented with a General Operations Dues Increase Resolution, which initially proposed a \$1.28 increase.

Going into convention, we did not use inflated rates to calculate the ask in the resolution. Ultimately, our members set the tone and determine what we can afford and what our future will look like.

The members decided to amend that amount to \$0.50. In total, that is a monthly increase of \$17,346 for a net annual increase of \$208,150. Unfortunately, this equates to 40% of what the

Continued on page 9

HISTORIC CHANGES FOR CAL FIRE

Nearly all municipal, county, and fire district firefighters work a 56-hour workweek, a standardized period of time that allows for overtime when necessary while still providing employees with a healthy work-life balance.

CAL FIRE firefighters have had a 72-hour workweek since 1977. Prior to this, it was 96 hours, and they did not receive pay for the hours between midnight and 5 AM unless they got a call. It was “modernized” to 72 hours, but only for permanent staff, leaving Firefighter 1’s out for over two decades.

“Local 2881 members are taken to a breaking point, it’s just a fact. We work a 72, but the average person really works a 96 or more,” said CAL FIRE Local 2881 President, Tim Edwards, acknowledging that the modern demands placed on the department in this era of extreme fires – our new normal – mirror the outdated conditions of the 1970s.

Current staffing and scheduling demands limit the availability of relief crews during large wildfires that can keep Local 2881 members away from home for weeks, if not months at a time. The physical demands are obvious. The psychological strain is measured in broken marriages, three times the number of calls for mental health services than there are firefighters, and tragically, even suicides. Long-term health implications and countless other stressors on the firefighters and their families are taking their toll.

“

THIS IS NOT A CAL FIRE ISSUE; THIS IS A FIREFIGHTER ISSUE THAT HAS HISTORIC SIGNIFICANCE FOR EVERY ONE OF US.

— BRIAN K. RICE, CPF PRESIDENT

Hundreds of rank-and-file employees have left for other departments. The demands being made on CAL FIRE’s men and women have prompted an exodus of company officers.

At the 49th CPF Biennial Convention, President Brian K. Rice announced that Governor Gavin Newsom would be reaffirming his commitment to the health and safety of Local 2881 members by keeping the 66-hour workweek in the Governor’s proposed budget. Since then, the proposal has been adopted as the budget for fiscal year 2024-25.

“It is a basic fight for us, not just CAL FIRE Local 2881, but for every single member of CPF. This is not a CAL FIRE issue; this is a firefighter issue that has historic significance for every one of us,” said President Rice.

It has taken countless hours from the Local 2881 bargaining team led by President Tim Edwards and Rank and File Director, Pete Boctor, to make this happen. They have been joined shoulder to shoulder by IAFF leaders, CPF leaders, Local 2881 governmental advocates and the CPF legislative team.

“CAL FIRE Local 2881 recognizes and appreciates the considerable difficulty of our brothers and sisters,” said President Edwards.

The move to a 66-hour workweek means less exposure to cancer-causing agents, less mental strain, and most importantly, more time at home with family and friends. This would not have been possible without the collaboration of the CPF.

Pete Boctor, the Rank and File Director for Local 2881, also addressed the delegation of the CPF Convention, “We wouldn’t be here without your help and support, so I appreciate every single one of you... we still have a heavy lift, and we’re not done.”

The 66-hour workweek is the first step in moving CAL FIRE towards a 56-hour workweek. The fight will continue to ensure that our brothers and sisters of Local 2881 have parity with the rest of the fire service.

“LOCAL 2881 MEMBERS ARE TAKEN TO A BREAKING POINT, IT’S JUST A FACT. WE WORK A 72, BUT THE AVERAGE PERSON REALLY WORKS A 96 OR MORE.”

— TIM EDWARDS,
CAL FIRE LOCAL 2881 PRESIDENT

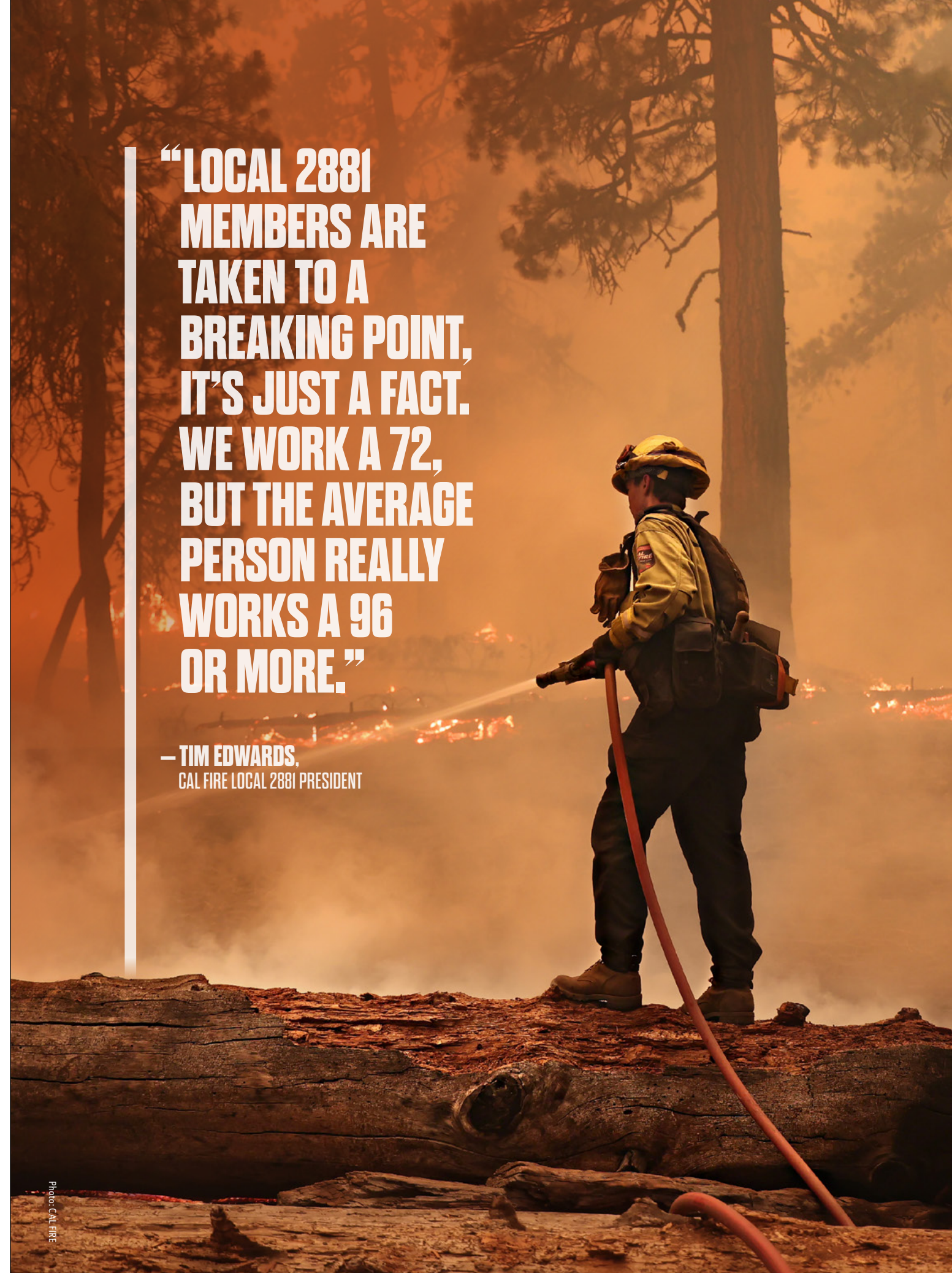


Photo: CAL FIRE

OPENING DOORS

Scholarships for Firefighter and Emergency Responder Training

AS CALIFORNIA CONTINUES to grapple with the shortage of firefighters, it's time to lean into programs that expand training and educational opportunities in this field.

To address this shortage, the California Student Aid Commission (CSAC), a state agency that oversees financial aid for eligible families, is working with the California Professional Firefighters to promote scholarship and financial aid opportunities.

Many people mistakenly think that student aid is only available for four-year college degree programs, but that is not the case. This misconception contributed to more than \$500 million in unclaimed federal financial aid in 2022.

Available financial aid resources include a range of grants designed specifically to support vocational education and career training. For example, the Cal Grant C program offers financial assistance to cover expenses associated with occupational or career training courses, serving as a valuable resource for those seeking to

elevate their skills within specialized fields.

This type of scholarship funding can be used to support training more people in emergency responder fields, including firefighters, emergency medical technicians and paramedics.

Applicants can use up to \$2,462 for tuition and fees and \$547 for books, tools, and equipment at any Cal Grant eligible private for-profit or private nonprofit institution. Parents are eligible for up to \$4,000. It also allows recipients to use up to \$1,094 at any California Community College, in addition to other aid available to cover tuition costs.

There is no GPA requirement to apply for the funding, which can be received for Occupational or Technical training programs of at least four months in length.

CSAC understands the transformative power of education and career training in opening doors to a brighter future. Policymakers in Sacramento are working to make Cal Grants, including Cal Grant C, available to more residents and families across the state through Cal Grant Reform efforts that remove barriers and expand access.

To access resources and learn more about financial aid opportunities, please visit CSAC's website: csac.ca.gov.



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resolution asked for. That being said, I will make recommendations to the executive board to make ends meet.

Once our final convention costs come in and all the bills are paid, the CPF Finance Team will do an analysis of our mid-year budget to identify any shortfalls and determine solutions to address them. CPF will continue to work tirelessly on your behalf, within our means.

CONVENTION EXPENSE FUND PER CAPITA INCREASE

One of the largest expenses this year by far is the cost of the 2024 CPF Biennial Convention. Travel costs have increased exponentially in the last few years – fuel costs, hotel rates, food – and everything related to travel is more expensive nationwide.

Our Biennial Convention is the most important gathering of members that CPF hosts. It is the membership's opportunity to shape the future of our organization. To cover the increasing costs, the CPF Executive Board proposed a resolution to raise the Convention Expense Fund by \$0.66. Of that, the members voted to increase the fund by \$0.26, rounding the Per Capita Tax for convention expenses to \$0.50, which will now bring in \$108,000 annually for the Convention Expense Fund.

With the increased funding across the membership from the Per Capita Tax, increased registration fee, the introduction of the Convention Exhibit Center, and expanding advertising opportunities for vendors – we will be able to live within our means and will aim to not use CPF Reserve Funds for future convention costs.

CPF RESERVE FUNDING SOURCE

At Convention, the membership also

voted to support a \$0.10 increase for the CPF Reserve Fund, which will bring in \$3,469 a month and \$41,631 a year.

The money from this will be moved into a fund that will be invested to support our future as a union. Twenty-five years from now, CPF leadership will appreciate that the membership had the vision to put money aside for future planning, capital outlay projects, and other improvements to the CPF so we can better serve our members and ensure our strength for decades to come.

POLITICAL ACTION MODERNIZATION

The Ballot Issues PAC and Candidate PAC increased by a combined \$2.00, which will bring in \$832,600 annually. As stated previously, we haven't had a Per Capita Tax increase in ten years, so this newly approved funding will have an extraordinary impact on amplifying the firefighter voice in the halls of power and CPF's political influence at the State Capitol.

FUTURE PERSONNEL GROWTH FUNDING

Over the past several years, CPF's personnel needs have grown to support the needs of our expanding membership. These costs were absorbed by the businesses housed at CPF through a service fee and are not sustainable for further growth. Our members voted to adopt a resolution to fund two additional employees that will lead to a per capita increase of \$0.97 if, and only if, those additional employees are hired. I want to thank the membership for recognizing the needed growth in staffing to further our mission to support locals and our members.

CALIFORNIA FIREFIGHTERS MEMORIAL

Lastly, I want to highlight that the members of CPF voted to support a

funding source for the California Firefighters Memorial. The resolution was authored by our brothers and sisters at Hayward Fire Fighters, Local 1909, and resulted in a \$0.10 per capita tax. The goal of the resolution was to demonstrate firefighters' commitment to honoring our fallen through the Memorial's expansion, and upkeep.

REFLECTING ON THE PAST, AND PLANNING FOR THE FUTURE

For as long as I have been involved in this union, the 2024 CPF Convention was the most member-participatory convention that I have witnessed. I am humbled and appreciative of the support and consideration the members have for the vision of CPF.

I want to thank all CPF staff, past and present, for their hard work and dedication during this convention. The planning alone was well over a year into the making. Every member of our staff spent the last year working around the clock on writing resolutions, managing budgetary processes, negotiating costs, and ensuring that our members were able to gather and have a successful convention.

As the Secretary-Treasurer, it is my obligation to keep the membership informed on how the CPF collects and spends members' money, and to follow the memberships' lead for the future of how their money is spent. This direction is determined at our Biennial Convention through the resolutions process, committee meetings, robust discussions, and voting – that is democracy at work.

It is my responsibility to put together a budget for the rest of the fiscal year, plan for next year, and identify costs for the future. I will present this to the President and introduce a plan to the Executive Board on how we will move your vision of the CPF forward through the resolutions passed at Convention over the next two years.

2024 CPF SPONSORED BILLS AND BUDGET PRIORITIES



AB 2284 (GRAYSON): GRADE DEFINITION

Grants 1937 Act retirement systems the ability to define “grade” for pensionable compensation as a number of employees that share job duties, schedules, work location, collective bargaining unit, or other logical groupings that are related to their work.

Status: Pending action on the Senate floor.

AB 2408 (HANEY): BAN PFAS IN FIREFIGHTER TURNOUTS

Prohibits the manufacture, sale, and purchase of firefighter turnout with intentionally added PFAS by July 1, 2026. PFAS chemicals, which are labeled as forever chemicals, are known to increase cancer risk and have been found in the materials of turnouts. This bill additionally requires Cal/OSHA to expediently update PPE regulations to ensure legacy turnouts that include PFAS are no longer used by firefighters.

Status: Set for hearing in Senate Appropriations Committee on August 5th.

AB 2770 (PERS COMMITTEE): AB 1020 CLEAN-UP

Extends the sunset on the PTSI presumption in the Government Code for disability retirement to January 1, 2029, to align with the Labor Code date previously established in AB 1020 (Grayson 2023).

Status: Signed by the Governor on July 15, 2024.

AB 2775 (GIPSON): CP/TAD CONFORMITY AND TELEHEALTH GUIDELINES

Under existing law the CP/TAD programs were extended through 2030 by AB 767 (Gipson, 2023) and during that process stakeholders, including EMSA, raised

the desire to pursue authorization for telehealth specialties. In addition to a confirming change, AB 2775 would authorize EMSA to develop planning and implementation guidelines for telehealth.

Status: Held in Assembly Appropriations Committee.

AB 2813 (AGUIAR-CURRY): ACA 1 CLEAN-UP MEASURE

Addresses various stakeholder requests in ACA 1 (Aguiar-Curry, 2023), which, if passed by the voters will lower the vote threshold for taxes and bonds for projects including safety infrastructure and equipment, passed the Legislature in 2023 and is currently scheduled to be on the ballot in November 2024.

Status: Signed by the Governor on July 18, 2024.

AB 3025 (VALENCIA): 1937 ACT DISALLOWED COMPENSATION PROTECTION

Ensures retirees in 1937 Act Retirement Systems will receive their contractual retirement benefits and will not be penalized if pensionable compensation is disallowed or a correction needs to be made. This measure ensures parity for retirees of 1937 Act Systems with retirees of CalPERS.

Status: Pending action on the Senate floor.

AB 1168 (BENNETT): EMERGENCY MEDICAL SERVICES (EMS): PREHOSPITAL EMS

Affirms that a city or fire district retains its authority over prehospital EMS services if a city or fire district provides those services and enters or entered into an agreement with a county for the joint exercise of powers for prehospital EMS services consistent with

Health and Safety Code 1797.201. Additionally, this measure ensures that a city (Oxnard) that entered into a Joint Powers Agreement prior to the passage of the EMS Act of 1980, and meets other qualifications, shall be treated as if it has rights under Health and Safety Code Section 1797.201.

Status: On the Senate Inactive File.

SB 915 (CORTESE): LOCAL REGULATION OF ROBOTAXIS

Authorizes California’s 15 largest cities to pass a resolution or ordinance regarding the permitting and operations of companies which operate autonomous vehicle services for commercial passengers. These ordinances must include critical passenger protections and safety measures such as maximum rates, data transparency and sharing with the local jurisdiction for oversight, regular health and safety inspections, and the establishment of either interoperability features or an override system that can be accessed by public safety officials in the case of an emergency.

Status: Held in Assembly Transportation Committee.

SB 1180 (ASHBY): CP/TAD/MIH REIMBURSEMENT

Directs health care service plans that are issued, amended, or renewed on or after January 1, 2025, to provide reimbursement coverage for the services that are provided by a community paramedicine, triage

to alternate destination, or mobile integrated health program.

Status: Pending hearing in Assembly Appropriations Committee.

SB 1215 (GO COMMITTEE): STATE BOARD OF FIRE SERVICES DESIGNEE

In 2021, CPF sponsored SB 817 (Dodd), which allowed the ex-officio members, including the Chair of the Cal-JAC, to have a designee on the SBFS. The statute was unintentionally amended, removing the ability for an ex-officio member to have a designee. SB 1215 restores the provisions of SB 817 and permits the ex-officio members on the SBFS to have a designee.

Status: Signed by the Governor on July 15, 2024.

SB 1240 (ALVARADO-GIL): DIAMOND SPRINGS FIRE PROTECTION DISTRICT/EL DORADO COUNTY FIRE PROTECTION DISTRICT CONSOLIDATION

State legislation is often required to identify the successor agency for the purposes of the CalPERS retirement system when two districts or fire departments consolidate. In 2020, CPF worked on AB 1140 (Stone) which helped facilitate the consolidation of Aptos/La Selva Fire Protection District and Central Fire Protection District. This legislation facilitates the consolidation of their districts and establishes a successor agreement for the retirement contract.

Status: Pending action in Assembly Appropriations Committee.



STATE BUDGET

The California State Budget was passed by the Legislature and signed by the Governor on June 29, 2024. Several priority issues were adopted in the budget, including:

- **CAL FIRE Firefighters 66-Hour Workweek:** The budget agreement fully funds and implements the 66-hour workweek over the next 5 years. This measure will protect the health and safety of firefighters while strengthening the state’s emergency response and resilience capacity.
- **Cal-JAC Apprenticeship Reimbursement:** This budget ensures stable, ongoing funding of related and supplemental instruction to support apprenticeship. Additionally, it provides reimbursement for underfunded hours from prior budget years to support firefighter training.
- **Protecting firefighter cancer research funding** that was secured in the 2023-2024 California State Budget and complemented AB 700 (Grayson) which established the firefighter cancer research and prevention program at the UC.

ENSURING A SUSTAINABLE EMS SYSTEM BY PROMOTING FIRE-BASED EMS

CPF HAS LONG STOOD AS THE CHAMPION for Fire-Based EMS in California. Any rulemaking process must acknowledge the long history of the fire service in delivering outstanding EMS services.

The fire service in California is uniquely equipped to handle all levels of disaster response. CPF's advocacy efforts during several critical rulemaking processes will ensure the fire service is front and center as EMS evolves throughout the state. Recent successes in Sonoma County and San Bernardino, and decisions in *Symons v. City of Riverside* have further strengthened public fire agencies in the delivery of EMS to our communities.

The latest iteration in developing standards and greater clarity in the EMS system kicked off in June with the

Emergency Medical Services Authority's Policy Advisory Committee (EPAC). The EPAC will meet throughout the remainder of the year. Following those meetings, EMSA will submit draft regulations to the Office of Administrative Law (OAL) to initiate the formal rulemaking process—with draft regulations out for public comment in the fall of 2024, with approval by the State EMS Commission and OAL in the summer of 2025.

CPF continues to be a key stakeholder in the latest efforts to establish minimum standards and clarity within California's Emergency Medical Services (EMS) System. "Chapter 1: Delivering Equitable and Person Centered Care" regulations, previously known as "Chapter 13", will initi-

ate the development of regulations to guide the EMS system for generations to come, enhancing clarity and consistency among the 34 Local EMS Agencies (LEMSAs), establishing minimum standards, and ensuring the system is focused on patients and positive clinical outcomes.

The key objectives to be addressed in deliberations over the Chapter 1 regulations will be centered around protecting the statutory rights of cities and fire districts who have been providing services since June 1, 1980, known as Health & Safety Code Section 1797.201 agencies (.201 agencies) and greater transparency in the processes employed by LEMSAs when they contract out for ambulance transport services. Additional issues include

improving standards in the EMS Plan submission and evaluation process, the role of EMSA, LEMSAs, EMS providers and the appropriate role of the EMS Commission in overseeing California's EMS System.

Another priority for CPF is accurately defining "medical control" and placing safeguards on LEMSAs who use this concept to intrude on .201 agencies administrative and operational autonomy. Medical control must be focused on clinical patient care policies and not impede a .201 agency's ability to make operational decisions that serve their communities.

The history of the Chapter 13, and now, Chapter 1 rulemaking process, has been long and we look forward to working collabo-

ratively with system stakeholders.

The ability to establish minimum standards and provide greater clarity to the rules guiding the EMS system is imperative to the sustainability and health of the system. CPF is working to ensure that fire-based EMS providers receive fair opportunities to compete for system delivery options when they are up for a competitive bidding process and that those agencies with grandfathered .201 rights remain in control of their administrative and operational decision-making in the delivery of EMS in California.

When distilled into its core mission, the function and aspiration of the EMS system in California is to deliver rapid, high-quality, lifesaving medical treatment to every citizen, no matter the

situation. The system must serve the communities and individuals who support it and who rely on it in their moments of greatest need. CPF feels that those needs are best served by a fire-based EMS system, provided by personnel who have taken an oath and dedicated their lives in public service—not motivated by profits or to further a corporate bottom line.

CPF will continue to engage and inform stakeholders throughout the rulemaking process and the work of the EPAC. For more information, please reach out to EMS/Health & Safety Director Kevin Greene at kgreene@cpf.org or (916) 217-4054.



SUCCESS THROUGH SOLIDARITY

California Professional Firefighters 2024 Convention

The historic 49th CPF Biennial Convention in Carlsbad was proudly hosted by the Carlsbad Firefighters Association, Local 3730, and saw an impressive attendance of over 400 delegates representing 96 local affiliates. The resounding theme, "Success Through Solidarity," reverberated throughout the week as members came together to make their voices heard. Through robust committee work and robust discussions, every member collaborated to establish priorities that will not just shape, but define the CPF's bright and promising future.

"CONGRATULATIONS TO THE CALIFORNIA PROFESSIONAL FIREFIGHTERS PIPES AND DRUMS ON 25 YEARS. WE CANNOT THANK YOU ENOUGH FOR YOUR DEDICATION TO THE TRADITIONS OF OUR PROFESSION AND SERVING YOUR FELLOW SISTERS AND BROTHERS."

— BRIAN K. RICE



CPF President Brian K. Rice delivers keynote to the delegates and guests of the CPF 49th Biennial Convention.



President Rice leads the delegates through resolutions during the second day of the CPF Convention.



California Labor Federation Executive Officer, Lorena Gonzalez Fletcher speaks of the importance of building solidarity.



IAFF 10th District Vice President, Stephen Gilman, provides an update on the successes of Team 10th.



IAFF General Secretary-Treasurer, Frank V. Lima, addressing the delegation on the financial strength of the IAFF and the importance of getting involved in your union.



California Lt. Governor, Eleni Kounalakis, speaks to the work being done to ensure firefighters have the tools and resources to do their jobs safely and effectively.



Senate President Pro Tempore Emeritus, Toni Atkins, reflecting on her decades-long partnership with the CPF and supporting firefighters.



President Rice presenting the Dallas Jones Award for Political Achievement to LA County Firefighter, Dr. Derek Urwin, for his research on cancer in the fire service.



IAFF GST Lima swearing in the newly elected CPF officers.



Trevor Jamison addresses the delegates after being elected as the 3rd District Vice President.



Hayward Firefighters, Local 1909 President, Andrew Ghali, presenting his Locals' resolution to committee members.



Burbank Airport Professional Firefighters, Local I-61 President, Giacomo Nicolosi, and NASA JPL Professional Firefighters, Local I-94 President, Steve Cueto, engaged in committee work.



Orange County Professional Firefighters, Local 3631 President, Chris Hamm, speaks at the microphone during general session.



7th District VP Gillotte and 8th District VP Escobar leading discussion in the Legislative Committee.

CONGRATULATIONS TO YOUR ELECTED CPF LEADERSHIP

Brian K. Rice President
Mike Lopez Secretary-Treasurer

DISTRICT VICE PRESIDENTS
Darrell Roberts 1st District Vice President
Rex Pritchard 2nd District Vice President
Trevor Jamison 3rd District Vice President
Vince Wells 4th District Vice President
Charles Martinez, Jr. 5th District Vice President
Tim Edwards 6th District Vice President
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Freddy Escobar 8th District Vice President

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Members from Sac Metro Fire Department observe the California Firefighter Memorial as the construction crew preps for Phase One implementations.

MEMORIAL EXPANSION

Progress Update

ON MARCH 20, 2024, the California Fire Foundation Chair, Board of Directors, local firefighters, families of our fallen firefighters, and California Elected Officials held a groundbreaking ceremony to kick off the fire service's commitment to expanding the California Firefighters Memorial Wall.

The California Fire Foundation is pleased to announce that as part of our ongoing efforts, the Foundation has officially begun construction to expand the Memorial Wall and its surrounding environment to help ensure there is space for the future and create a more tranquil experience for all who visit.

Throughout Phase One of the construction, the Memorial Wall remains intact and has been fenced off to maintain public safety while protecting and securing the sacredness of the wall itself. Everything surrounding the Memorial Wall, including its two current statues, has been disassembled and relocated to keep them safe until ready for reinstallation.

In addition, updated landscaping plans are underway, which include new walkways for guests to feel more invited to interact with the memorial site features. Updates also include modernized irrigation systems and stormwater drainage to be more environmentally friendly. Other Phase One updates include electrical lighting and adding cameras for security.

Phase One construction will continue throughout the summer. The Foundation looks forward to implementing "Phase Two" of our plan which includes the re-addition of the fourth figure to the "Holding the Line" sculpture.

Please be aware that the entire memorial site, including the Memorial Wall, will remain inaccessible to families and the public during construction through September 2024. Your patience and understanding is appreciated. The Foundation anticipates it will be opened for all to visit in time for our annual California Firefighters Memorial Ceremony in October.

For more information, visit cafirefoundation.org/memorial



WITH TOP-2 RACES, REPUBLICAN CANDIDATES OFFER OPPORTUNITIES FOR CPF

EVEN AS THE 2024 ELECTION CYCLE features an eye-popping 36 open seats where the incumbent legislator isn't running for re-election, it's a virtual certainty that Democrats will retain their two-thirds supermajority in both the State Senate and Assembly.

Nevertheless, CPF has taken a sharp interest in the elections in very conservative parts of California, such as the Gold Country, Central Valley, North State, and rural Southern California, where the top two candidates are Republicans. Through our Political Department's research and the participation of CPF Locals in the interview process, we can identify key differences between these Republican candidates on critical issues that are core to our advocacy for firefighters and their families – the same way we do in safe Democratic seats.

But why are Republican candidates so important to CPF if they represent fewer than one out of every four legislators in the Capitol? Simply put, there is a dangerous movement that exists in Republican politics to strip down public services to the bone, and that includes cutting fire and emergency

medical response. You've probably seen it for yourself on the City Councils and Boards that govern your Fire Departments.

No one is a more glaring example of this anti-government, anti-public safety behavior than Carl DeMaio, a candidate for Assembly District 75 in East San Diego County. If the name "Carl DeMaio" sounds familiar, that's because you probably remember his attempts more than a decade ago to eliminate firefighters' pensions, cut death and disability benefit eligibility for firefighters' families, and even privatize firefighting services when he was on the San Diego City Council.

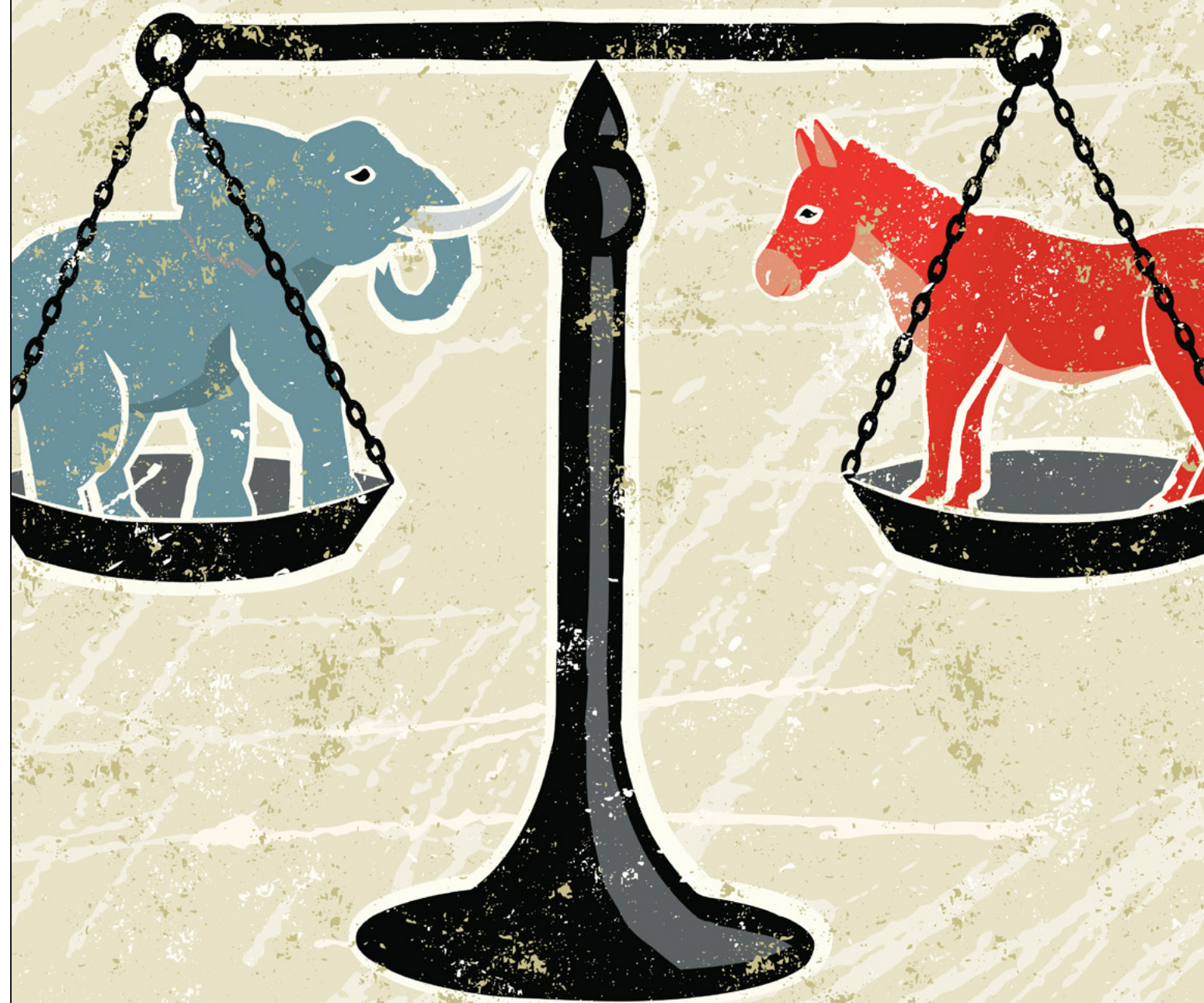
Now he's running for State Assembly to stop CPF's work to create better jobs, benefits, and working conditions for our members. And he's planning to run a whole slate of legislative candidates around the state so he can take over the state's Republican Party. CPF is doing everything we can to keep him from being elected to the Legislature.

In an email to his supporters, DeMaio said he wants to start a "reform caucus" that acts just like the Congressional Freedom Caucus in Congress in

Washington, D.C. Who or what do you think DeMaio wants to "reform" with the reform caucus? You don't need to look any further than the nearest mirror. Based on his track record, DeMaio is dead-set on cutting public services like fire and EMS to help corporations save money on taxes and cushion their profits.

CPF is supporting Andrew Hayes in the race against Carl DeMaio. Hayes is a Republican, a school board member, and the district director for Senate Minority Leader Brian Jones. He's a pro-public safety candidate and will make an excellent advocate for firefighters in the Assembly. CPF will be leading a major Independent Expenditure in the general election – just as we did in the March primary – to elect Andrew Hayes and to stop Carl DeMaio from defunding public safety at the State Capitol.

You can expect your CPF Political Department to size up every angle in the coming November election to protect the strength of firefighters' voices in the halls of power and CPF's advocacy work to create a better life for firefighters and their families.





MEETING CANDIDATES WHERE THEY'RE AT

IT IS NO SECRET that in today's day and age, social media and new-age online media technology play a huge role in reaching any audience for any need. As part of Cal-JAC's long-term recruitment strategy, they've worked with Firestar Studios – Cal-JAC's world-class video production facility – to implement unique ways to inform and engage candidates interested in the fire service.

Since 2020, and due to the pandemic, Cal-JAC embarked on a multi-pronged approach utilizing in-studio recording features such as a live-streamed talk show, "Recruitment in the Spotlight," and in-depth conversations, "Candid Conversations." These programs have helped Cal-JAC reach over 2 million potential candidates through a targeted digital media campaign, known as "Becoming a Firefighter."

"It's all about meeting our candidates where they're at," said Yvonne de la Peña, Executive Director of Cal-JAC. "By stepping into the digital sphere, we've opened a door allowing

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direct communication and instant information to interested applicants.”

In partnership with selected departments, Recruitment in the Spotlight allows Cal-JAC to promote its recruitment efforts and connect interactively, live, on-air with motivated candidates. Last year, Becoming a Firefighter spotlighted six departments, and together, they accumulated 13,500 total program views, with an astonishing 1.8 million additional views stemming from promoted clips across all social media platforms.

“It’s a two-way street when it comes to engaging with our audience,” says Cal-JAC’s Recruitment Director, Jeanette Plascencia. “Our approach allows us to provide information to candidates in real-time and also allows us to listen to and address our



FIREFIGHTER I BEHAVIORAL HEALTH TRAINING

Last year, Cal-JAC was tasked with developing and implementing specific curricula on firefighter behavioral health. This critical training is now part of the Firefighter I curriculum so every incoming California firefighter will have an awareness of this vital information. The new training module will roll out this summer to all accredited fire academies and Cal-JAC fire departments.

candidates’ questions and needs.”

One of the ways it accomplishes this is through Candid Conversations, in-depth recorded conversations featuring firefighters from underrepresented communities. Cal-JAC works closely with fire departments, local unions, and candidates up and down the state to provide expertise in cultivating and recruiting a broader, more diverse workforce.

Director Plascencia continues, “Providing candidates with opportunities to see themselves in similar walks of life allows them to relate and gain insights into how others have approached the candidacy process and, therefore, be successful.”

Becoming a Firefighter is a unique and powerful social media service only Cal-JAC can offer. When candidates follow and engage with @becomingaff, they are better equipped for their future.



FCTC SAN DIEGO COUNTY

As of January 2024, the Firefighter Candidate Testing Center (FCTC) has opened its doors to its newest location, FCTC San Diego County, in Carlsbad. To date, the new location has prepped and tested nearly 1,000 interested candidates as part of their journey to becoming a qualified applicant for the fire service.

On May 9, 2024, just a few months after its grand opening, firefighters from across the state gathered in Carlsbad for the California Professional Firefighter’s 49th Biennial Convention. Cal-JAC, in sponsorship with FCTC and Mastagni Law, hosted hundreds of CPF delegates, their families, and guests at the new FCTC multi-purpose facility located in Carlsbad at 6144 Innovation Way for a welcome reception to kick off the convention.

To learn more about FCTC and its other locations across the state, visit FCTCOnline.org.

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SAFE CREDIT UNION CONVENTION CENTER SACRAMENTO, CA