

Exhibit 3

Name	Image	Permalink
WITHIN MASSACHUSETTS		
Boston		https://perma.cc/2J23-QCTT
Worcester		https://perma.cc/MB6F-5TM7
Springfield		https://perma.cc/3X6V-K9H5
Cambridge		https://perma.cc/668Z-P9RL
Lowell		https://perma.cc/E2CM-JPNK

Brockton	 A red shield-shaped patch with a yellow border. At the top, the word "BROCKTON" is written in yellow. In the center is a black Maltese cross with a yellow fire helmet on it. At the bottom, the words "FIRE DEPT." are written in yellow.	https://perma.cc/S546-AUBS
Quincy	 A red shield-shaped patch with a blue border. The top half is blue with "QUINCY DEPT." in white. The bottom half is red with "1889" and "CITY OF PRESIDENTS" in white. In the center is a circular emblem with a landscape scene and the word "QUINCY" and "1888" below it.	https://perma.cc/B368-SYMH
New Bedford	 A red Maltese cross patch with a yellow border. The top half is red with "NEW BEDFORD MASS." in white. The bottom half is red with "1834" and "FIRE DEPT." in white. In the center is a circular emblem with a ship and the text "Captain Richard Stone Ladder Co. 1".	https://perma.cc/T86F-F5NX
Fall River	 A red shield-shaped patch with a blue border. The top half is blue with "Fall River" in white. The bottom half is red with a white Maltese cross in the center.	https://perma.cc/9VGJ-WFPJ

Somerville		https://perma.cc/V5ER-YWCU
Haverhill		https://perma.cc/3H8J-6338
Plymouth		https://perma.cc/A48P-6PEE
Malden	 	https://perma.cc/5AWD-XXH8
Waltham		https://perma.cc/YJ3U-57JN
OTHER INSTANCES		
Los Angeles		https://perma.cc/F92W-P7A5

		
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Washington DC	 <p>NOW HIRING! CAREERS.DC.GOV</p>	https://perma.cc/LJ2S-BSUU
Philadelphia		https://perma.cc/RT5M-LEHK
Chicago Fire MLS Team Modern		https://perma.cc/8LQP-TQC9

Chicago Fire MLS Team
Classic



<https://perma.cc/Y6UW-73DR>

Exhibit 4



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About IFFD

About IFFD

The Incident

Each year firefighters face times of tragedy and triumph, arguments and lessons, reflection and celebrations. These vary in their impact and influence on each individual are now a part of our lives and in many cases cannot be easily dismissed. Linton was one such tragedy.

On December 2 1998, a tragic event shook the Linton community, Australia and the world: Firefighters in Linton, approximately 150km west of the city of Melbourne in Victoria, Australia, were fighting a large wildfire and called for assistance. This urgent call brought firefighters from a wide area including volunteers from the Geelong West Fire Brigade to the scene not knowing the despair and tragedy that was in store. Garry Vredeveltdt, Chris Evans, Stuart Davidson, Jason Thomas, and Matthew Armstrong were the crew on the Geelong West tanker that fateful day, they were part of a strike team and were being sent to help extinguish the flames. As the five headed out from the fire to refill their tanker with water, there was a sudden violent wind change as the cold change hit the area, engulfing the truck in flames and killing all five members.

The Beginning

JJ Edmondson, a volunteer Lieutenant and firefighter in Victoria, Australia had had the safety and training drills ingrained into her over the years and had always been aware that her friendship with other firefighters could lead her to joy and the sense of being part of a greater family as well as to potential loss.

When Matt, Stuart, Jason, Garry and Chris of Geelong West lost their lives all of this struck home hard. It didn't matter that these five were from a different brigade or in another region, they could have been from another state or country for all that mattered. What was important was that they were firefighters, who lost their lives doing something that they have all been trained and are proud to do – they died trying to save life and property.

This, and the letters of support and fellowship that flowed from the tragedy spurred JJ to set a New Year's resolution for 1999: to organise an internationally recognised symbol of support and respect for ALL firefighters and a date for which this could be co-ordinated world wide.

For weeks JJ coordinated email discussions with the national and international community for their comments and suggestions as to an appropriate date and symbol to use, and the response was overwhelmingly positive with great support for the chosen date and ribbons.

IFFD could only have come about with the input from numerous people worldwide helping to ensure that this was truly an international decision. Without their comments, suggestions and



endorsements it may have just remained a dream rather than the internationally recognised event it now is. To all who contributed, our sincere and complete thanks.

The Date – May 4th

The date chosen for International Firefighters' Day was linked to the feast day of **St Florian** (the patron saint of all firefighters). St Florian was the first known commander of one firefighting squad in the Roman Empire. He lost his life, as well as those of his colleagues, for protecting the same humane ideas which firefighters all over the world share even today.

Firefighters in most of the European countries celebrate their day on 4th of May as a 'Day of Fire Service' as well as St. Florian's Day. This date is also known as St Florian's Day worldwide and has been tradition for more than 150 years in Europe.



St Florian commemorated in the Roman Martyrology on May 4th, was an officer of the Roman army, who occupied a high administrative post in Noricum (now part of Austria) and who suffered death for the Faith in the days of Diocletian.

His legendary "Acts" state that he gave himself up at Lorch to the soldiers of Aquilinus and the governor when they were rounding up the Christians. After making a bold confession he was twice scourged, half-flayed alive, set on fire and finally thrown into the river Enns with a stone around his neck.

His body, recovered and buried by a pious woman, was eventually moved to the Augustinian Abbey of St Florian, near Linz. It is said to have been, at a later date, transfused to Rome. Pope Lucius III, in 1138, gave some of the Saint's relics to King Casimir of Poland and to the Bishop of Cracow. Since that time, St Florian has been regarded as a patron of Poland as well as of Linz, Upper Austria and of firefighters.

There has been popular devotion to St Florian in many parts of central Europe, and the tradition as to his martyrdom, not far from the spot where the Enns flows into the Danube, is ancient and reliable. Many miracles of healing are attributed to his intercession and he is invoked as a powerful protector in danger from fire or water. His feast day is May 4th.

The IFFD Ribbons

The IFFD ribbons are linked to colours symbolic of the main elements firefighters work with – red for fire and blue for water. These colours also are internationally recognised as representing emergency service.

Blue Ribbon over Red; Water over Fire.



The IFFD Proposal



The original IFFD Proposal was first emailed out on January 4, 1999 and people were asked to copy and forward it on to anyone who might be able to assist in promoting IFFD: fire organisations, brigades, magazines, internet links and sites, all media, educational institutions, industries associated with fire, etc.

 [DOWNLOAD THE IFFD PROPOSAL](#)

Sound Off

Often communities remember human sacrifice through observing a minute's silence. For International Firefighters' Day in 2002 the inaugural "Sound Off" was conducted to reflect on the commitment and sacrifices of firefighters' worldwide in a truly poignant manner for emergency service workers. Due to the amazing support of the Sound Off in 2002, there is now an annual Sound Off on the first Sunday of every May.

Read more about the [Sound Off](#).

Online Promotion

International Firefighters' Day has been promoted through a variety of forums, including letters, newspaper articles, emails, web forums and list serves – however the most successful has been the website. Over the years our website has undergone a number of changes of appearance however the latest layout was launched in November 2021 thanks to the hard work of webmaster [Lindy Barker](#), web hosting by [DISKMANdotNet](#) and fantastic new logos by [Matthew J. Root](#).

Founder

JJ Edmondson is an operational volunteer firefighter in the Ruby Fire Brigade and a past Lieutenant of both the Clyde Fire Brigade and the District 8 Headquarters Fire Brigade in the Country Fire Authority (CFA) in Victoria, Australia. She was the first female firefighter, and then Lieutenant, in her original brigade at Clyde.

Over her 36 years of service, like so many other firefighters worldwide, she has committed thousands of hours to training, meetings, and responding to a variety of fire calls and incidents (as either an active member or administration / management support).

Additionally, she has held a variety of roles ranging from a state-accredited Training Instructor and Assessor, Lieutenant, Training Coordinator, Secretary, Junior Coordinator and Level 3 Resources Officer in Incident Control Centres.



A trained secondary teacher, JJ was headhunted to work in the emergency services industry for over 6 years developing and co-ordinating training material and programs for youth at both state and national levels. She also was able to share her expertise in teaching wildfire behaviour and suppression at the tertiary level.

Currently JJ spends her days teaching at both an Australian Wildlife Sanctuary and in a Secondary School. Evenings and weekends are often taken up with her voluntary commitments for CFA and the Red Cross Emergency Services, for whom she holds the senior position of Divisional Operations Officer.

Webmaster

Web Hosting

Logo Design

Exhibit 5

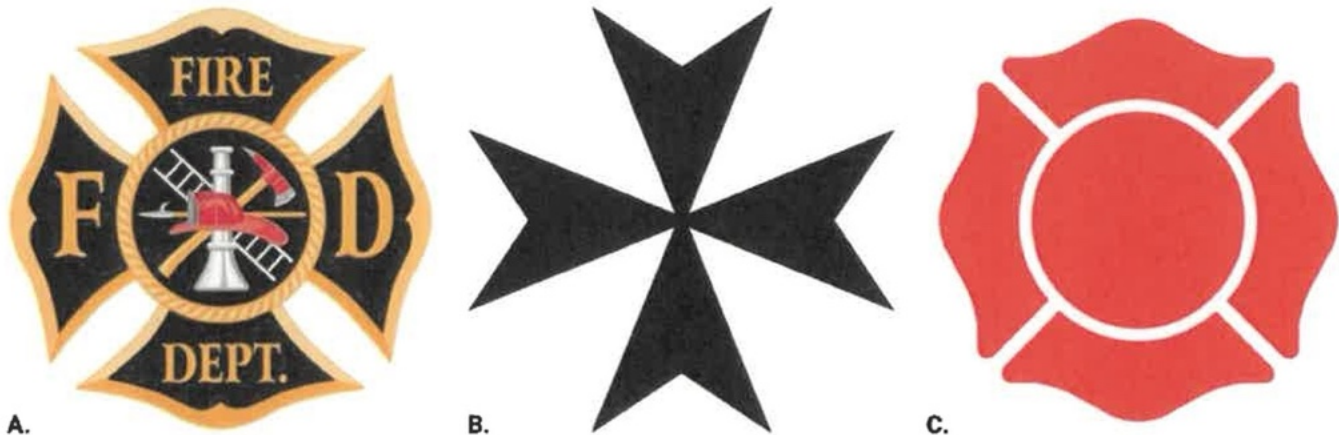


FIGURE 1-2 **A.** The Firefighter's Cross is widely recognized as a symbol of the fire service and is displayed on most fire vehicles, on firefighter uniforms, and on firefighter badges. **B.** The Maltese cross has been a symbol of the fire service since about the 12th century. **C.** The Florian cross has represented the fire service since the 4th century and is named after a man charged with organizing firefighting brigades in Rome.

A. © AWesleyFloyd/Shutterstock **B.** © Zorrt Studio/Shutterstock **C.** © K. Barrett York/Shutterstock

The Firefighter's Cross

The Firefighter's Cross is a symbol of the fire service used across the United States (**FIGURE 1-2A**). You will see this symbol on most fire vehicles, on firefighter uniforms, and on firefighter badges. The origins of the Firefighter's Cross are not clear. It is often referred to as the Maltese cross, which was originally a symbol of the knights of Malta (**FIGURE 1-2B**). The Maltese Cross dates back to the 16th century and may have been used to represent the fire service as early as the 12th and 13th century. It is an international symbol of the fire service. Each of the eight points on the Maltese cross serves as a reminder of eight key attributes of a good first responder: observant, tactful, resourceful, persevering, dexterous, clear, sympathetic, and always using good judgment. Another cross symbol known as the Florian cross (**FIGURE 1-2C**) has also been used to represent the fire service. It is named after a Roman officer in the 4th century who was assigned to organize firefighting brigades in Rome (Martinez-Granata 2017).

The important thing to remember is that the Firefighter's Cross continues to represent the firefighter's life of service, dedication, and sacrifice. After you become a firefighter and you wear this cross on your uniform, you must wear it proudly and strive to uphold the best traditions of the fire service.

Fire Protection in England

As early as 1066, William the Conqueror decreed that all home fires in England were to be extinguished and covered every evening with a metal lid called a "couvre

feu," likely the source of the modern concept of a curfew. In 1500, English cities passed ordinances regulating hazardous trades such as baking and kettle making as well as governing fire hazards such as wooden chimneys and thatched roofs. Despite early successes in fire prevention, the Great Fire of London struck in 1666, destroying more than 13,000 homes. This disaster led to improvements in fire protection in England for more than 100 years (Coleman 1988, 133).

Early America

The first documented structure fire in North America occurred in Jamestown, Virginia, in 1608. This fire quickly spread in the fort in which the settlers had built their houses and almost burned down the entire settlement. At that time, most structures were built entirely of combustible materials such as straw and wood. In 1630, the city of Boston, Massachusetts, established the first fire regulations in North America when it banned wood chimneys and thatched roofs. In 1648, in the Dutch colony of New Amsterdam (which became New York), Governor Peter Stuyvesant enacted the same ban and required that chimneys be swept out regularly. Stuyvesant also appointed fire wardens to impose fines on homeowners who did not obey these regulations. The money collected was used to pay for firefighting equipment (Merrimack Fire and Rescue n.d.).

The first fire department with paid firefighters in the United States was established in 1678 in Boston. Boston also had the first fire stations and fire engines (Boston Fire Historical Society n.d.). The first volunteer

Exhibit 6

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BY BRANDIE KESSLER AND YORK DAILY RECORD

Published 3:05 AM EDT, July 13, 2019

YORK, Pa. (AP) — Amid the silhouetted flames, an angry spark plug, realistic deep burgundy roses, a four-leaf clover and other ink on Cpl. Scott Musselman's arms, The Little Engine That Could and Jasmine and Rajah from "Aladdin" might seem out of place.

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The Little Engine that could? It's his most sentimental tattoo. "My daughter was born 10 weeks early," he said. "I would read 'The Little Engine That Could,' to her" while she was in the neonatal intensive care unit.

Jasmine and Rajah? Jasmine is his daughter's favorite Disney princess. Plus, he said, she's unique, and he doesn't want anything typical on his skin. "Nobody (else) is running around with Jasmine" tattooed on them.

Sometimes Musselman, who is a K-9 officer with West York Borough Police, has a concept in mind that he works over and over. Other times it's more spontaneous, like when his tattoo artist, at Vivid Skin Tattoo in West Manchester Township, calls him up and tells him he has an open spot on his calendar.

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But for Musselman, having meaningful and uncommon tattoos is always important.

His roses are a nod to the women in his life; the angry spark plug and flames were inspired by his life before law enforcement, when he worked as a custom automotive painter.

"I always think that tattoos should have some personal meaning," Musselman said. "It should have some meaning to you. I don't believe in walking into a tattoo parlor and saying, 'Give me number 17.'"

Even though all his ink is unique, there is a commonality between Musselman and some other tattooed York County law enforcement officers. They each have tattoos related to their work.

Musselman has a tattoo on his arm inspired by his K-9 partner, Detective Prince.

Policies for police officers who have tattoos vary by department. Some have no restrictions, as long as the tattoo isn't of something offensive or inappropriate, while others have restrictions, including that tattoos cannot be visible while the officer is in uniform.

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Some officers say their tattoos bridge a gap with the people they serve. "I have found that in law enforcement, (having tattoos) helps you to relate to people," Musselman said.

'It humanizes the badge'

For about as long back as he can remember, Sgt. Mike Bennage wanted to be a police officer.

"Well, first I wanted to be Batman," he clarified.

But given that job was taken, Bennage knew he wanted to work in law enforcement. The Fairview Township officer worked construction in his teens and 20s, but always wanted to help people.

"I wanted to catch bad guys," Bennage said.

He was working a construction job that he didn't like very much, and he saw an ad for a police officer position at Fairview Township in the newspaper. He decided to give it a shot.

Starting out the process to become an officer, he said, "it's like you're at the bottom of Mount Everest looking up." But he made it through, got hired and began working.

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Now in his 13th year with the department, Bennage said his recent tattoo work is a direct result of his career path.

He found his current tattoo artist, from Red Beard Ink in Harrisburg, one night while he was working. Bennage stopped a car that had a tail light out.

Bennage usually tries to ask people about themselves, like what they do. The driver handed him a business card for his tattoo shop. That business card had sat in Bennage's drawer for about a year, when he fished it out and decided it was time to get some new ink.

He had gotten his first tattoo, related to martial arts, when he was 18.

Bennage said his ink has come in handy when he's been interrogating someone.

"You have an experience you can both relate to," he said. "It humanizes the badge."

Bennage said he always asks people who their tattoo artist is, and if they have the same one, that's something they have in common. Even if they have different artists, Bennage can see what a person's interests are based on their tattoos. Those things build bridges, he said.

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His tattoos are mostly related to American history, which he has a strong interest in, and law enforcement.

He recently had a thin blue line flag done on his right arm, symbolizing the order the police officers bring to society. In general, the thin blue line is representative of the police brotherhood. It's a piece he really likes.

And, he said, he'll probably start thinking up what he wants next in a few months.

Tattoos 'transcend race, gender, politics'

When Sgt. Jason Jay is out on the street investigating an incident, he notices that possible witnesses are sometimes more likely to talk with him than others.

"It's actually an ice breaker when you're at a crime scene," Jay said of his tattoos. "They transcend race, gender, politics .. People can appreciate body art."

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And oftentimes, he said, people with tattoos see his as a bridge, something that they can relate to.

Jay has been with the York City Police Department for 19 years, the first 15 as a patrolman. He got his first tattoo, the Superman symbol, when he was in college at Shippensburg University.

Now, he has several tattoos, two of them law enforcement related. A portrait of St. Michael on his forearm is one that is common with police officers who have ink. "It's part of the policeman's prayer," Jay said. St. Michael "is triumphing over evil. He's a protector, and that's what we do. We protect and we try to help out."

Some older people might think tattoos don't look professional, Jay said. But many in the younger generations have tattoos or are used to seeing them. Those are the people Jay thinks he might be able to develop a rapport with, and where he can use his ink to his advantage at work.

"They see past the uniform," Jay said. "They see maybe this guy isn't just a badge and a blue uniform."

"What girl doesn't like roses?"

Officer Kayla Miske didn't always know she wanted to work in law enforcement.

But when that option landed in front of her, she saw all the good she could do.

She graduated from Penn State Harrisburg with a degree in criminal justice in 2013. She said she became intrigued seeing the way law enforcement was portrayed by the media, and the way that police officers' community relations could be improved.

To this day, Miske gets frustrated when she hears parents tell their children, "Don't be bad, that police officer will take you away," she said. She wants children to grow up knowing that police officers are there to help. "There are definitely more good cops than bad cops."

In her job with Fairview Township Police Department, Miske works with children.

She tries to be a positive influence on them and impress upon them the ways that police officers help their communities, not just hold bad guys accountable.

Before she was an officer, Miske says she was like many other teenagers. That's what led her to get her first tattoo. "It was stars," she said. "I think every 18-year-old who says 'I'm gonna get a tattoo,' doesn't think about it."

Since then, her tattoos have become more meaningful, not just something she does on a whim. She has blue and black roses on her ribs. She got those in 2016, around the time a man opened fire on Dallas police officers, killing five of them.

Miske's roses are a memorial tribute to the five and all fallen officers. They're a reminder that serving as a police officer means she could have to make such a sacrifice.

And they're beautiful, she said, noting "What girl doesn't like roses?"

She has "CLXVII," on her back, which is 167 in Roman numerals. That number is the badge number of a friend of hers, a fellow female officer in another department whom she met while doing a fitness challenge.

Although Miske considers herself part of the law enforcement brotherhood, having a fellow female officer she can talk to about things that male officers might not experience the same way is comforting and helpful, she said.

Miske has an incredible tattoo in progress on her right arm, a nature scene that her tattoo artist, Jake Kirk who works at a shop in Duncannon, drew on her arm free-hand with a sharpie before he laid down the permanent ink.

But it's a phrase on her left bicep that serves as a constant reminder of what she's made of. "She needed a hero so that's what she became."

She said some people didn't think she should be in law enforcement, but she knew that it was what she wanted to do.

Going through the police academy and starting her career in law enforcement showed those people and also herself that she could be her own hero and blaze her own trail.

"I was proving everybody wrong, showing I can do what I set my mind to," she said.

Once she finishes the nature scene on her right arm, Miske's not quite sure that she wants any more ink. "I know, everyone who has tattoos says that," she said smiling

Online:

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Information from: York Daily Record, <http://www.ydr.com>

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Exhibit 7



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Saint Florian

Patron Saint of Firefighters

On this side of this unique coin, you will see the patron saint of firefighters, Saint Florian. Legend says that during his life Saint Florian put out a massive fire with only one bucket of water, saving a village from ruin. Saint Florian is often depicted in artwork pouring water from a bucket or small vessel. Praying to Saint Florian will ask for his protection in the most dangerous situations.

[NOMINATE A FIREFIGHTER](#)





Saint Michael

Patron Saint of Police Officers

As you turn the coin over you will see a heroic depiction of Saint Michael, the patron saint of police officers. Saint Michael is an archangel, a spiritual warrior in the battle of good versus evil. He is considered a champion of justice, a healer of the sick, and a guardian. Saint Michael is depicted in artwork with a sword or scales and is often shown vanquishing evil in the form of a dragon. Praying to Saint Michael will ask for protection against the threat of evil.

[NOMINATE A POLICE OFFICER](#)

First Responders National Society of Saint Michael and Saint Florian

The Ancient Order of Saint Florian and Saint Michael is comprised of individuals that promote awareness and offer support of issues facing emergency and first responders. These exemplary individuals have gone above and beyond in their roles to promote the meaning of a "first responder". The Ancient Order of Saint Florian and Saint Michael honors the firefighters, police officers, EMTs, and all those who are first on the scene in stressful situations, as well as an individual who promotes the public awareness of the daily strength and struggles facing emergency and first responders.

The Honorable Order of Saint Florian and Saint Michael is comprised of individuals who have demonstrated the highest standards of integrity, bravery, honor and moral character, displaying an outstanding degree of professional competence, and leadership; serving selflessly and contributing to the promotion of public safety and the betterment of their communities.

Anyone can nominate an individual to receive this recognition.

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The Honorable Order of Saint Florian and Saint Michael is comprised of individuals who have demonstrated the highest standards of integrity, bravery, honor and moral character, displaying an outstanding degree of professional competence, and leadership; serving selflessly and contributing to the promotion of public safety and the betterment of their communities.

Ronald Jones, City of Perry Fire Department

Cole Phillips, Texas Public Safety and Investigations

Robert D. Dittman, Texas Public Safety and Investigations

Kirstiana D. Dittman, Texas Public Safety and Investigations

Lt. Robert Jones, Douglas County Sheriff's Office, NE

Jen Wolsleben, Cedar Bluffs, NE Fire and Rescue

David Sobotka, Fire Investigator, Omaha, NE Fire & Police Departments

Ken Kanger, Deputy Chief, Omaha Police Department

Ryan Crusse, Baltimore County Fire Department

[Read more about these inductees here.](#)

Anyone can nominate an individual to receive this recognition.

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Our mission is to serve and honor all our First Responders, Veterans and their families; build appreciation and respect for their work; and enhance public safety.

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Exhibit 8

S1 LOGO

S2 LOGO

S3 LOGO



Home (<https://www.wilmingtonnc.gov/Home>) /
Public Safety (<https://www.wilmingtonnc.gov/Public-Safety>) / Fire Department
(<https://www.wilmingtonnc.gov/Public-Safety/Fire-Department>) / **WFD Fallen Firefighters Memorial**

WFD Fallen Firefighters Memorial

The Fallen Firefighters Memorial was constructed to honor 8 of Wilmington's bravest who lost their lives in the line of duty and the 343 NYC firefighters who perished during the tragic events of September 11, 2001. This memorial serves as a place of reflection and respect to all firefighters that have made the ultimate sacrifice.

The centerpiece of the memorial is a steel artifact recovered from the rubble of the World Trade Center in New York City. Surrounding this somber piece of American History are individual monuments honoring Wilmington's fallen firefighters including garden spots, restful benches, and shade trees.

The memorial is open to the public and visitors are welcome to and honor those that have fallen serving our community and n
The Wilmington Fallen Firefighters Memorial is located at WFC Station 2 at Empie Park. (<https://www.wilmingtonnc.gov/Parks-Recreation/Parks-Trails/Empie-Park>).

For more information on the Wilmington Fire Department Fall Firefighter's Memorial, check out the Wilmington Firefighter's Foundation web page (<https://wilmingtonfirefightersfoundation.org>)

WFD Fallen Firefighters Memorial - #TimeToRemember



*"Rest now my fallen brother
Lay soft your suffering back
Rest well and forever
Your memory shall not lack
Rest your tired hands
Wipe clean your weary brow
Rest with St. Florian
Your spirit now endowed
Rest here your breaking heart*

*We know you gave your all
Rest easy, you've done your part
You've answered your last call
Rest knowing that in God we sought
Oh Lord, watch over another who just fell
Rest assured your troubled thought
As we ring the final bell."
- Unknown*

Location

**3403 Park Avenue
Wilmington, NC 28403**

Sponsorship



Interested in sponsoring a paver at the memorial?

Reserve your place in the Wilmington Fallen Firefighters Memorial by filling out this [form](#)(PDF, 2MB).

(<https://www.wilmingtonnc.gov/files/assets/city/v/1/public-safety/documents/wfd-memorial-paver-sponsor.pdf>).

The Artist

A lot of time and thought went into making the WFD Falle Firefighters Memorial. The sculptures were created by local artist Ed Walker. Check out this video (<https://youtu.be/KKTOoXt-U0U>), that shows the creation process.

Exhibit 9



Stories

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Chief Myron Demkiw speaks at Communion Breakfast.

Photo: Ron Fanfair

Faith Helps Overcome Challenges

By Ron Fanfair Published: 4:31 PM November 18, 2024

Office of the Chief 

Policing is a challenging job and it is vital that officers rely on their faith to find moments of peace and recharge, said Chief Myron Demkiw at the Service's 58th annual Communion Breakfast on October 27.

"Faith has played a central role in my life," Demkiw said. "I have relied on it during some of my most challenging times."

In October, Demkiw rang the bell at the Princess Margaret Cancer Centre after his five-year checkup confirmed that he is cancer-free.

"My faith gave me strength, resilience and hope during some of the most difficult times and helped me overcome this incredibly difficult challenge," he said. "For me, faith is about optimism for the future, it is about values and principles and it is about camaraderie and support."

"We saw this sense of community this week at our Prayer Walk – our second city-wide Prayer Walk held in every Toronto Police Service division simultaneously. Our theme was 'Unity in Community' and people from all faiths and backgrounds gathered to pray and march against gun violence, and all kinds of violence and hate. Faith can help us overcome personal challenges. It can create moments of reflection in a world experiencing global challenges. And it also brings us together as communities."

Nick Migliore, a member of the Toronto Police Service Board, said the annual event speaks to the importance of all faiths, the powerful bonding experience of fellowship and the incredible role spirituality plays in people's lives.

"We all come together to experience friendship and mutual support," he said. "We are both strengthened and inspired. The Toronto Police Service Board recognizes that members bring their faith backgrounds from all corners of the world. We know Service members draw spiritual strength from many sources, including religion... Today, we honour every faith and all the values and principles that guide us."

"In these changing and challenging times of policing, it is more important that we come together and share our experiences to learn from one another and inspire one another. We believe that partnership with the public is essential for safe communities to be sustained and flourish. The role of our faith leaders in meeting the challenges that we face is undeniably significant."



New York Police Department Deputy Inspector Kenneth Gorman was the keynote speaker.

Photo: Ron Fanfair

New York Police Department (NYPD) Deputy Inspector Kenneth Gorman was the keynote speaker at the event.

He is an Executive Member of the NYPD Holy Name Society, which was established in 1914.

"Each of us makes a conscious decision to take on public service," said Gorman, who is the Commanding Officer of Transit Borough Brooklyn. "But I think before that, God made a decision for us to serve. I think he knew before we did that we were taking on this challenge and I think he appreciates that in all of us. We must appreciate him and how he gets us through this very challenging career.

"We see, sometimes, the worst of humanity. But we have the faith to know that it is just a fraction of humanity and the majority of people are God's children that he has put here and given us the honour to protect. We also see that we need faith in each other. Every day that we go out there and take on the challenges of policing, we need to have faith in our fellow officers, our fellow public servants and first responders to make sure that we come home safe and that they go home safe."

In the winter of 1964, a small group of Toronto Police officers took their sons to mass at St. Michael's Cathedral and then to breakfast at a local restaurant.

Ever since, officers have attended mass and then gathered for breakfast at a downtown hotel.

Saint Michael is the patron saint of police officers.

Since 2014, the St. Michael Award is presented to a Service member making significant societal contributions through humanitarian acts of kindness on and off the job.

This year's recipient was Detective Sergeant Brian Maslowski who is the president of the board of [New Visions Toronto](#) (NVT), a non-profit organization that assists over 57 people with complex physical and developmental disabilities.



Detective Sergeant Brian Maslowski with a New Visions Toronto client at the Communion Breakfast.

Maslowski first began supporting the organization through fundraising before organizing special events for staff and residents and visiting support home. In 2020, he became a volunteer board member, for the agency with a \$10 million budget and 200 staff members and recruited finance, human resources, wellness, legal and marketing experts for board appointments.

"Brian has a heart of gold and the determination to make things happen," said NVT Executive Director Andy Rotsma. "There is not one other volunteer in the history NVT who has done as much for the agency as he has."

Court Services Manager Sandra Craig nominated Maslowski for the honour.

"Brian's passion for helping people with disabilities and his dedicated support for NVT have significantly impacted the organization's growth and his fundraising efforts have made a monumental positive impact," she said.

"Every time I see the smile from the people we support it makes it worth it," Maslowski said. "I just want more people to see the amazing work done by our staff to make a difference."



Noemi Welch Martinez, third from left, was presented with the Fred Mazzarella Memorial Scholarship,

Photo: Ron Fanfair

In 2022 the Fred Mazzarella Memorial Scholarship was created to honour a James Cardinal McGuigan Catholic High School graduate.

Mazzarella, who in 1990 began working as a part-time Chaplain with TPS, died on Good Friday 2020 at age 87.

Noemi Welch Martinez, who aspires to be veterinarian, was this year's recipient.

The teenager is a first-year University of Guelph student pursuing Animal Biology studies.

"I am so proud of my daughter," said Tomasa Welch. "She is hard-working and a very good girl."

Ryan De Sa, the founder and President of De Sa Associates, which is a personal injury law firm based in 31 Division, made the donation to start the scholarship.

Exhibit 10

Saint Michael's House

Protecting Those Who Protect Us.



AMITA HEALTH®
In sickness and in health®

Welcome to **AMITA Health's Saint Michael's House**, an inpatient and outpatient substance abuse treatment center dedicated exclusively to the care of law enforcement officers. Saint Michael's House is a highly confidential destination program focused on the treatment of those who serve and protect our community locally and statewide.



Understanding the stigma associated with seeking addiction treatment, Saint Michael's House provides confidential addiction treatment services in a discreet location. We've partnered with local law enforcement leaders to understand and address officers experiencing addiction issues.

Our team of addiction medicine physicians, registered nurses and licensed social workers and counselors are here to help. Saint Michael's House is a place of comfort and healing, providing a path to recovery and overall health promoting officer wellness.

Levels of Care

At Saint Michael's House, we value the importance of a well-rounded treatment program for law enforcement officers. We utilize various treatment approaches to foster healing of mind, body and spirit. Officers are guided through their journey of recovery on a path that's right for them. There are several steps to treatment that may be followed, depending on the individual officer's condition.

Medical Detox—An inpatient program that includes 24-hour monitoring and treatment of withdrawal from alcohol and drugs.

Residential—An intensive and structured regimen of care provided in a 24-hour residential setting, where residents will spend up to 28 days in treatment. This is a comprehensive program that includes individual, group and family therapy.

Partial Hospitalization—Medically supervised program offering comprehensive, therapeutically intensive, coordinated and structured clinical services at least five days a week; also includes boarded outpatient.

Intensive Outpatient—A half-day program ideal for someone who is actively working, has completed a previous program or is looking for first time program.

Aftercare—An exclusive, once-a-week group for graduates of the program.

Our Therapies

While in our care, we may use a number of services in your treatment, tailored to your individual needs.

Medication-assisted Therapy—Medications are prescribed in combination with counseling and behavioral therapies.

Cognitive Behavioral Therapy—This technique is used to help you find new ways to cope by altering your thought patterns.

Group Therapy—Interaction with a therapist and a group of your peers experiencing similar difficulties.

Trauma Counseling—One-on-one therapy for those who have experienced emotional shock or pain due to a traumatic event.



A Day in the Life:

Below is a sample itinerary for a day at Saint Michael's House.

A DAY IN THE LIFE | SAINT MICHAEL'S HOUSE

Morning	Afternoon	Evening
<p>6:30 am Wake up</p> <p>7:30 am Breakfast</p> <p>8:30-9 am Break</p> <p>9-9:30 am Medication Pass</p> <p>9:30-10:45 am Spirituality Group</p> <p>10:45-11 am Break</p> <p>11-12 pm Process Group</p>	<p>12-12:30 pm Break</p> <p>12:30-1 pm Lunch</p> <p>1:45-2:45 pm Life Skills and Cognitive Behavioral Therapy Groups</p> <p>3-4 pm Medical Lecture</p> <p>4-4:30 pm Break</p> <p>4:30-5:30 pm Open Gym</p>	<p>5:30-6:30 pm Dinner</p> <p>6:30-7 pm Break</p> <p>8-9 pm 12 Step Meeting</p> <p>9-9:30 pm Mindfulness Meditation</p> <p>9:30-10:30 pm Leisure Time</p> <p>10:30 pm Rest</p>

Our Facility



Intensive Out-Patient Group Room



Residential In-Patient Room



Medical Detox In-Patient Room

Our Facility



In-Patient
Resource Room

Our Facility



Exercise Room



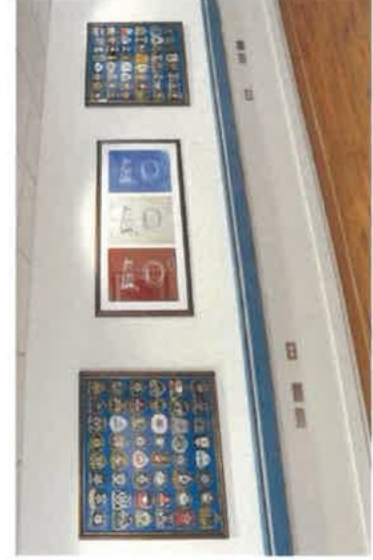
In-Patient
Group Room



Dining Room
and Lounge



Admitting and
Outpatient Reception



Hall of Honor



Prayer to Saint Michael

*Saint Michael the Archangel,
defend us in battle.
Be our protection against the wickedness
and snares of the devil.
May God rebuke him, we humbly pray;
And do thou, O Prince of the Heavenly Host,
by the power of God, thrust into hell
Satan and all the evil spirits
who wander through the world for the ruin of souls.
Amen.*

Saint Michael's House is endorsed by the Illinois Association of Chiefs of Police, Chicago Police Department and Police Chaplains Ministry and more than 100 local police departments from across Illinois. Special acknowledgment to the Des Plaines Police Department for sharing in this vision.

For inquiries, please call 847.813.3300

Exhibit 11

The Newsletter of the New Jersey Division of Fire Safety

FIRE FOCUS

Excellence in Public Safety

Charles A. Richman, Commissioner
William Kramer Jr., Acting Director
Winter 2015

New Jersey Department of Community Affairs
New Jersey Division of Fire Safety
Volume 11, Issue 4

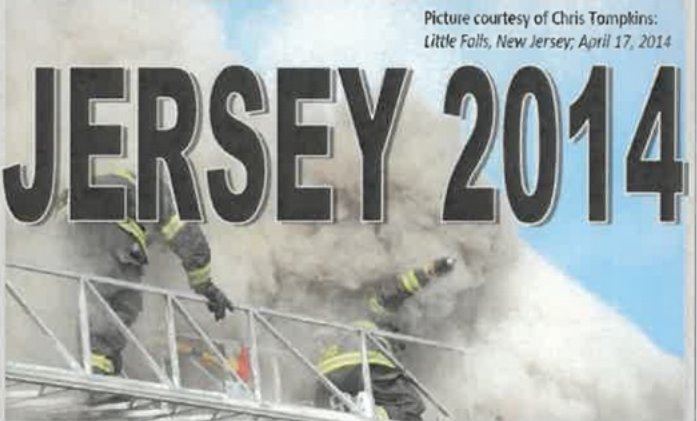
Picture courtesy of Chris Tompkins:
Little Falls, New Jersey; April 17, 2014

FIRE IN NEW JERSEY 2014

The New Jersey Department of Community Affairs' (DCA) Division of Fire Safety has posted ***Fire in New Jersey 2014*** the Division's annual statistical analysis, which provides fire and emergency incident information for the previous calendar year. According to the report, New Jersey fire departments responded 413,926 times to fire-related incidents in 2014.

"The Division of Fire Safety has done a tremendous job providing information for households to better understand fire safety. Residents and fire officials can collectively implement prevention strategies that reduce fire-related deaths, injuries and property damage," said DCA Commissioner Charles A. Richman.

"This year, we received data from 87 percent of the state's 724 fire departments and we strongly encourage any departments that have not participated to do so next year. The more data we have, the more effective our fire departments can be in preventing and fighting fires."



IN THIS POSTING...

13th Annual Youth Firesetter Conference

How to Get to Sesame Street

Fire Officer Requirements

School Security vs. School Fire Safety

Legislative Update

4th USFA "Survey of Needs"

"In Memoriam"



**FIRE SAFETY PROGRAM
TOOLKIT**

A Comprehensive Resource for Fire Safety Educators

FIRE IN NEW JERSEY 2014

The 2014 statistical analysis of fire and emergency data reported eight firefighter and 81 civilian fatalities as a result of fire. Fire department personnel also revived 523 civilians using an automatic external defibrillator (AED), according to data.

“While the numbers reported today pale in comparison to previous statistics, our goal remains firm, to reduce the toll fire takes each year in our state. We are increasing efforts to heighten public awareness on fire prevention to avoid the deadly consequences of fire,” said William Kramer, Jr. Acting Director and New Jersey State Fire Marshal.

Fire in New Jersey 2014 contains not only the facts about fire incidents in 2014, but vivid color photos of actual fire events and the firefighters who risk their lives to protect New Jersey’s citizens and property. The data collected and used in the formulation of this report comes from departments throughout New Jersey that participate in the National Fire Incident Reporting System (NFIRS).

FULL REPORT



NEW JERSEY FIRE CLOCK

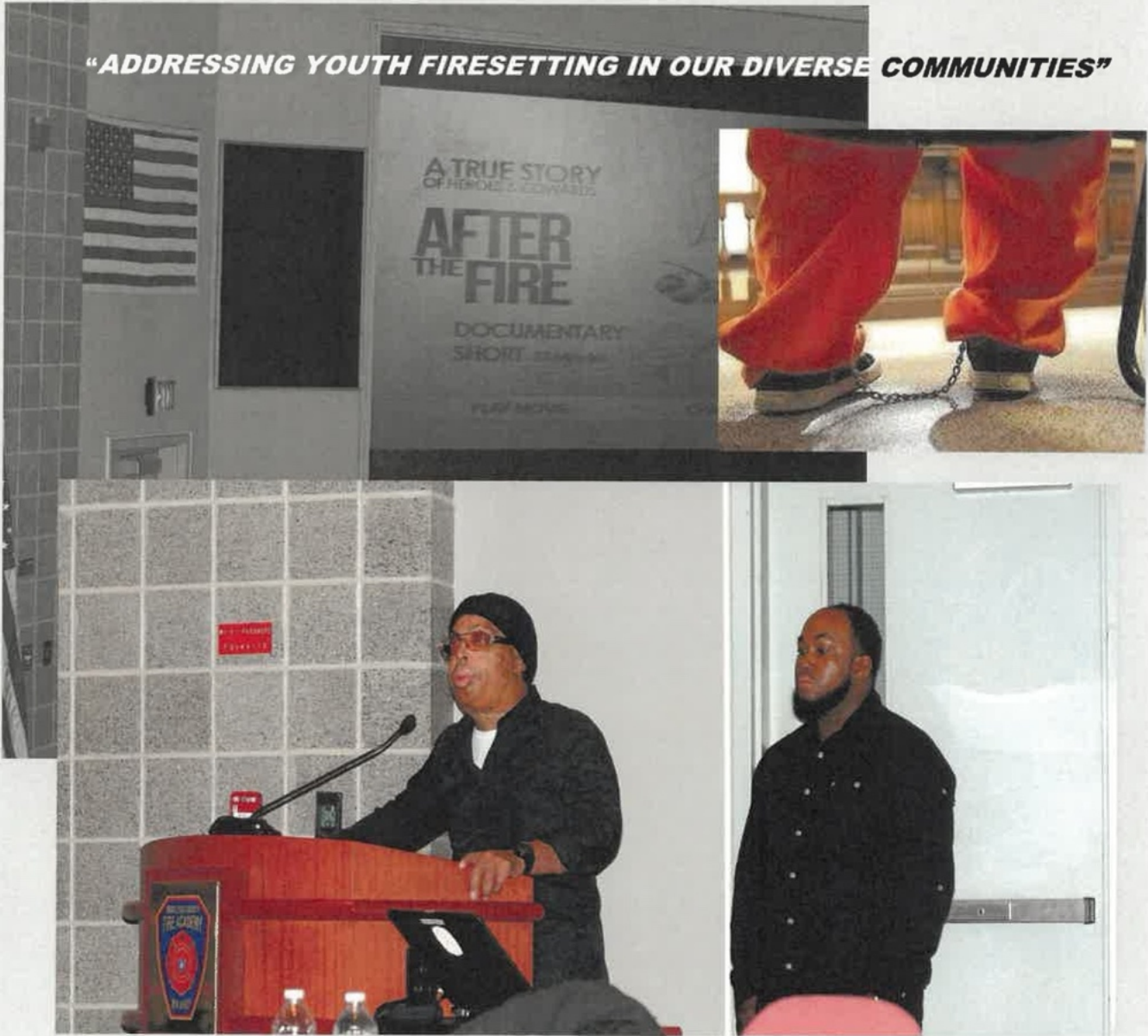
ONE FIRE EVERY 19 MINUTES 7 SECONDS



RESPONSE EVERY 14 MINUTES 7 SECONDS

13TH ANNUAL YOUTH FIRESETTER CONFERENCE

"ADDRESSING YOUTH FIRESETTING IN OUR DIVERSE COMMUNITIES"



Alvaro Llanos victim of the Seton Hall University dorm fire stands with fellow victim, Shawn Simons giving their first hand eyewitness testimony to one of the state's most infamous fires and its most famous call to action. As a result of the fire which killed three of their fellow students New Jersey has the most comprehensive dormitory sprinkler regulation in the nation.

13TH ANNUAL YOUTH FIRESETTER CONFERENCE



The Conference casts a wide net for experts in the field. Keynote Don Porth, retired Portland, Oregon Fire and Rescue and SOS Fires President joins William Kramer, Jr., Acting Director and State Fire Marshal after their opening remarks.

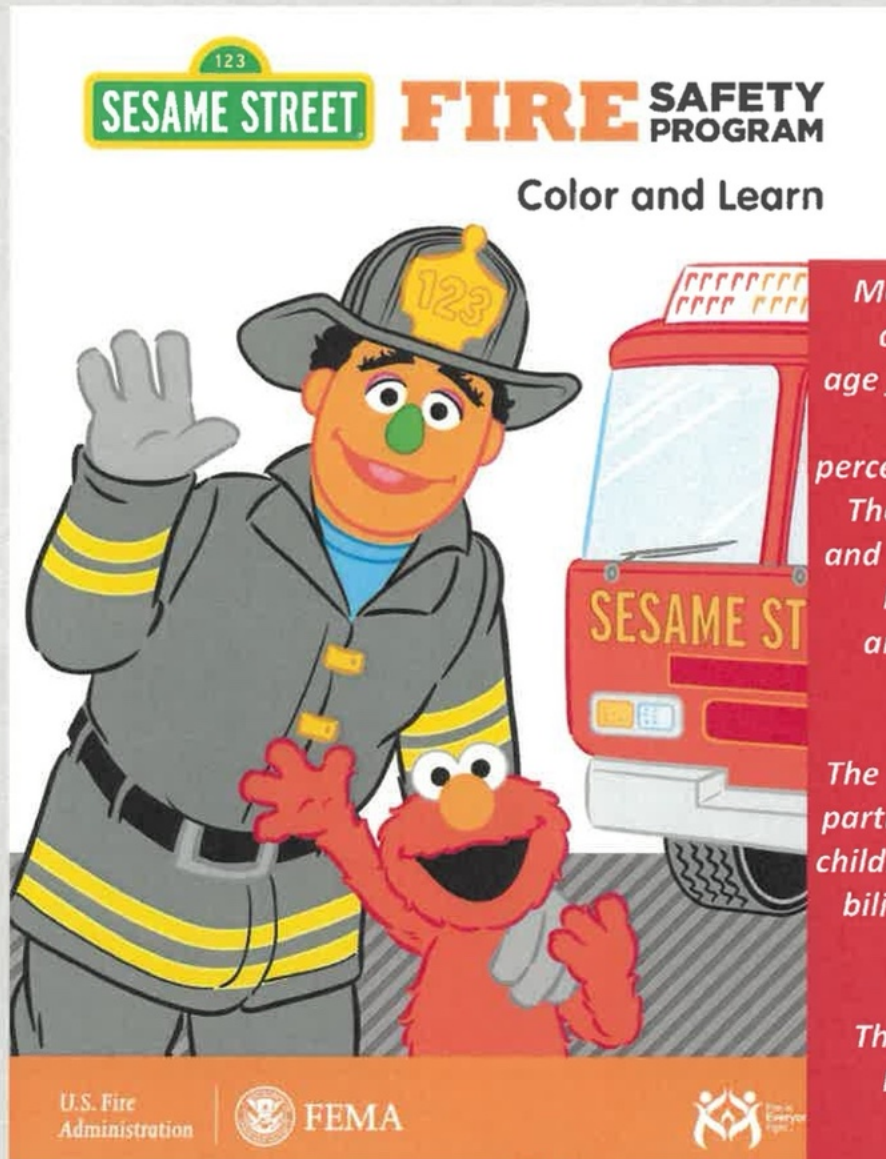
Conference coordinator Charles Lavin formally welcomes conference attendees by encouraging them to embrace the shift in terminology from “juvenile” to youth and “public education” to Community Risk Reduction as a way of addressing the shift In focus for these two professional disciplines within our increasingly diverse communities.



"Addressing Youth Firesetting in Our Diverse Communities"



USFA TEAMS WITH SESAME STREET FOR FIRE SAFETY MATERIALS FOR YOUNGER SET



More than half of fire deaths among children sadly show age four or younger to account for a significant percentage of these casualties . Though all fire death is tragic and many times avoidable, the loss of the most vulnerable among us since it creates an terrible sense of loss within the community. The US Fire Administration has partnered with an icon of early childhood education to develop bilingual fire safety messages and instruction.

The most important feature? It's downloadable and free to post on your social media page.

Reserve your materials today!



Click graphic

U.S. Fire Administration

Firefighter Fatalities in the United States in 2014

August 2015



FEMA



Click graphic for link to study

A recently released report on firefighter fatalities includes those members of the New Jersey Fire Service memorialized in the Division of Fire Safety report for 2014. The US Fire Administration study explains in detail each of the 91 fatalities as a cautionary tale to prevent others.



59 FIREFIGHTER DEATHS ATTRIBUTED TO HEART FAILURE
42 DEATHS ASSOCIATED WITH EMERGENCY INCIDENTS
25 DIED ON THE FIREGROUND
13 DIED RESPONDING TO AND FROM
MOTOR VEHICLE ACCIDENTS CAUSED NINE DEATHS

DEDICATION

We honor the firefighters who selflessly gave their lives to protect the citizens of their communities.

Cosmo Paris

Cliffside Park Fire Department

Gregory D. Barnas

Wallington Fire Department

Joseph E. Bove

Spotswood Fire Department

Robert Meyer

Union Beach Fire Department

Richard Choate

Byram Township Fire Department

Christopher Hunter

Cinnaminson Fire Department

Arthur "Art" Treon

Deputy OEM/Fire Coordinator,

Cape May County

Town Bank Volunteer Fire Company

James Woods

Jersey City Fire Department

**Source NJDFS "Fire in New Jersey 2014"*



THE FIREFIGHTER AS EMT EQUATION NEEDS A “SELF AWARENESS OF STROKE” COMPONENT

(Editor's note: The New Jersey Division of Fire Safety Fire in New Jersey 2014 report shows 523 civilians revived by AEDs that year. The figure represents both the shifting mission of firefighters and the need for them to recognize the health risks associated with both tasks.)

Despite its being the second leading cause of death worldwide, 93 percent of Americans still do not recognize the global threat stroke poses and the warning signs associated with it, according to a new public opinion study sponsored by Covidien and the World Stroke Organization (WSO).

The survey measured awareness of strokes and stroke prevention both among adults aged 18 and older in the United States and New York City specifically. Its findings indicate that at least half of the respondents (56 percent in the U.S. and 50 percent in New York City) have had, or have a family member or friend, who has had a stroke. And while two-thirds of respondents say they are knowledgeable about stroke, only a small percentage (12 percent in New York City and 17 percent nationally) realize women are more likely than men to experience a stroke.

“Stroke claims a life every six seconds across the globe, so it is critical we underscore the risk and the steps people can take to prevent a stroke,” said Dr. Mark Turco, chief medical officer, Vascular Therapies, Covidien.

“Stroke is the second leading cause of death worldwide and the fourth leading cause of death in the United States. Everyone can be powerful in saving a life if they know what to do. These survey results identify a significant – but addressable – gap in knowledge when it comes to stroke awareness.”

Additional findings of the survey include:

- ◆ Knowledge about risk factors is generally low: While nationally, about 1 in 3 people know smoking and high blood pressure are risk factors for stroke, fewer than 1 in 10 know diabetes and poor circulation are risk factors.
- ◆ Knowledge of warning signs and symptoms of a stroke are similarly low: About 1 in 3 adults in the U.S. recognize slurred speech and 1 in 4 can identify facial numbness or drooping as warning signs and symptoms, but fewer than 1 in 10 are aware that vision issues (8 percent), confusion (6 percent) or balance/coordination issues (4 percent) may also signal a stroke.
- ◆ Preventative care is limited: Almost half (48 percent) of New Yorkers haven't had their blood pressure checked in the last month, compared with 46 percent nationally.

Covidien is collaborating with the WSO as a Platinum Sponsor of this year's World Stroke Campaign. In addition to the survey, the company is highlighting its commitment to stroke patients and raising consumer awareness through a new global campaign. The company's "Take 2 ... Tell 2" campaign focuses on what can be achieved in just 2 minutes – having every person take 2 minutes to raise their awareness about stroke and then telling two people about those signs.

“More than 17 million people experience a stroke each year and 6 million of them do not survive,” added Dr. Turco. “Despite its impact, stroke is still not well understood, highlighting the need to give this condition a greater voice. Through our 'Take 2 ... Tell 2' initiative, we're focused on helping people understand the impact of stroke, which can potentially save lives,” he added.

THE FIREFIGHTER AS EMT EQUATION NEEDS A "SELF AWARENESS OF STROKE" COMPONENT

Participants across the globe are encouraged to visit www.take2forstroke.com to learn more about stroke and inspire others to do the same.

Using the hashtag #take2forstroke, people can share their stroke-related story via video and photographs on their favorite social media sites.

"Stroke claims a life every six seconds, but it is still not well understood, highlighting the need to give this condition a greater voice," said Dr. Stephan A. Mayer, founding director, Institute for Critical Care Medicine, Icahn School of Medicine at Mount Sinai.

"The 'Take 2 ... Tell 2' initiative is focused on helping people understand how many of their family and friends may be affected by stroke and educating them to prevent future strokes, which can potentially save lives."

As the World Stroke Campaign lead sponsor, Covidien is supporting a range of global WSO initiatives to share educational materials and other awareness-focused information about stroke prevention and treatment. The campaign includes websites and a variety of supporting materials designed to drive greater awareness of stroke.



WWW.TAKE2FORSTROKE.COM

TAKE 2

...to know the facts about stroke



EVERY OTHER SECOND A PERSON SUFFERS A STROKE, REGARDLESS OF AGE, RACE OR GENDER.

People of all ages, including children and newborns, suffer from stroke. Especially:

- Women (even more than men)
- People over the age of 60
- Family members of stroke victims
- Those with high blood pressure

Stroke affects **17 million** people each year...
6 million of those won't survive.

TAKE 2

...to know the signs



DROOPING FACE



ARM WEAKNESS OR NUMBNESS



DIFFICULTY SPEAKING



TIME TO PHONE

TAKE 2

...TELL 2

Tell 2 people what you know about stroke



Share your story online using #Take2forStroke



1 OUT OF 6 PEOPLE WILL SUFFER A STROKE IN THEIR LIFETIME... TAKE 2 TO HELP SAVE A LIFE.

www.take2forstroke.com

Stroke: World Stroke Organization and World Stroke Campaign are trademarks of the World Stroke Organization. COVIDIEN, COVIDIEN with logo and COVIDIEN logo are U.S. and internationally registered trademarks of Covidien Inc. © 2015 Covidien



Sponsors



**CITY FIRE
EQUIPMENT CO., INC.**

FIRE OFFICIALS, INSPECTORS, SUB- CODE OFFICIALS & OFFICERS

Seton Hall University: Friday, January 8, 2016

Princeton University: Thursday, January 7, 2016

(9:00am – 4:00pm) Registration & Continental Breakfast 8:00 to 9:00 am
Lunch will be offered from 12:00 to 1:00pm



S.O.F.D

South Orange Fire Dept.

FIRE FACTS SEMINAR # 23 FIRE SUBCODE UPDATE: 2015 NJ UNIFORM CONSTRUCTION CODE

Instructors: John Drucker, CET

Fire Protection Subcode Official, Red Bank, NJ



New Jersey Fire Officials, Fire Sub Code Officials, Fire Inspectors and Fire Officers are invited to attend this **FREE** seminar sponsored by **City Fire Equipment Company, Seton Hall University, Princeton University and The South Orange Fire Department**. Attendees will be eligible for **0.5 Technical CEU's** from the **New Jersey Division of Fire Safety** and **0.5 Technical CEU's** from the **New Jersey Division of Codes and Standards**.

LOCATIONS:

Seton Hall University

Jubilee Hall
400 South Orange Avenue
South Orange, NJ 07079

Princeton University

James S. McDonnell Hall of Physics
Washington Road
Princeton, NJ 08544

Simply fill out the requested information below and email to Melissa@cityfire.com or fax it to Attn: Melissa, City Fire Equipment Company at 973-781-1099. Registration is only open to Fire Officials, Fire Subcode Officials, Fire Inspectors & Fire Officers until December 11th. After December 11th registration is open to all, subject to available space.

Please check only one location:

___ Seton Hall University: Friday, January 8, 2016 ___ Princeton University: Thursday, January 7, 2016

Name: _____

Company Name: _____

Address: _____

City/State/Zip: _____

Telephone#: _____ **Cell Phone#:** _____

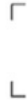
Fax #: _____ **E-mail Address:** _____

Certification #: _____

You will receive confirmation by email or fax, if registration is received by December 31st. For information, contact Melissa at City Fire Equipment Company, Telephone 973-560-1600, extension 234 or E-mail melissa@cityfire.com.



NATIONAL FIRE PROTECTION ASSOCIATION Fourth Survey of the Needs of the U.S. Fire Service



MAKE IT EASY
Complete the Survey Online
www.nfpa.org/2015/needsassessment
**NFPA #DID top left corner
PASSWORD top right corner

PART I. Basic Information

Name of person completing form: _____
Rank/Title: _____ NFIRS FID: _____
E-mail address: _____ Phone: (____) _____

1. Population (permanent residents) your department has primary responsibility to protect _____

le mutual aid areas) _____
_____ % Fundraising _____ %

_____ % or full time equivalents (FTE)

1. _____

any are female? _____

emergencies _____

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11. Total number of active part-time (including call or volunteer) firefighters: _____ How many are female? _____
Average number of call/volunteer personnel available who respond to emergencies:
During weekdays: Days _____ nights _____ During weekends: Days _____ nights _____

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+ or local equivalent _____ %

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14 ☐ No

to Question 16)

owing levels?

_____ % d Technician _____ %

Question 17)

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tective clothing?

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Question 18)

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"HELP US HELP YOU! Please ask the fire chief(s) or designees within your jurisdiction to complete the U.S. Fire Service Needs Assessment survey as soon as possible, and ensure that the U.S. Congress and USFA know where to allocate AFG funding among U.S. fire departments. If the survey is not completed, policymakers won't understand the needs of your jurisdiction, and your needs won't be met."

William Kramer, Jr., Acting Director and State Fire Marshal, New Jersey Division of Fire Safety.

In an attempt to assist the National Fire Protection Association and the United States Fire Service the National Association of State Fire Marshals has requested that I remind all fire chiefs of the importance of the needs assessment survey that was recently sent to each fire department in the country. This survey can easily be completed on-line by following the instructions that came with the request. You can either fill it out online or download and email it to: nasurey@nfpa.org or mail it to NFPA, Fire Analysis & Research Division, 1 Batterymarch Park, Quincy, MA 02169. As stated above, if we do not let our needs be heard they will not be met. Please take the time to respond today.

Click the link below.

[4th Survey of Needs](#)



ANNUAL FIRE OFFICER QUALIFICATIONS NOTICE



As in year's past, the New Jersey Division of Fire Safety is notifying all fire departments of the minimum, mandatory incident management requirements for fire officers. Please print and post.

N.J.A.C. 5:73-1.6 states, that no person shall be promoted, assume or assigned (including elected) any fire service position, the duties of which include the management of emergency operations. Unless, that person has obtained, at a minimum, Incident Management Level 1 Certification issued by the Division. In order to qualify for Incident Management Level 1.

Certification, a person must meet the following requirements:

- ♦ **Obtained Firefighter 1 Certification issued by the Division of Fire Safety.**
- ♦ **Have three years of documented experience in the fire service. (This means three years as a firefighter and does not include time spent in an Explorer or Junior Firefighter Program)**
- ♦ **Attended a 12 hour classroom based Basic Incident Management Course (ISO 200) Offered or approved by the Division.**

A certification application must be submitted to receive the Incident Management Certification. This means that every fire officer, career and volunteer MUST have, at a minimum, Incident Management Level 1 Certification issued by the Division of Fire Safety. *We have heard a number of times that some volunteer fire departments believe that these requirements do not apply to them. This is incorrect. Failure to comply may result in violations to the fire company, municipality and the individual holding the office.*

In order to ensure compliance with NIMS, which may be required to receive Federal and/or State Homeland Security Grants, the Division of Fire Safety recommends the following Fire Officer Requirements:

- ♦ **Entry Level First Responders, including but not limited to, firefighters, engineers, driver operators, fire police and support personnel; I-100 and IS-700.**
- ♦ **First Line Supervisors, including but not limited to, Lieutenants and Captains, Acting Lieutenants and Captains, Lead Dispatchers; 1-200 and IS-700.**
- ♦ **Middle Managers, including but not limited to, Battalion Chiefs, Acting Battalion Chiefs; I-300 and IS-700. It is also recommended that IS-800, Introduction to the National Response Plan be completed. Completion of these courses and holding the prerequisite of Incident Management Level 1 Certification will qualify the individual for Incident Management Level 2 Certification issued by the Division of Fire Safety.**
- ♦ **Command and General Staff, including but not limited to, the Chief of Department or Acting Chief, the second in command such as Deputy Chiefs, Acting Deputy Chiefs or Assistant Chiefs and Acting Assistant Chiefs; I-400. It is also recommended that both the IS-800 and IS-701, Introduction to Multi-Agency Coordination Systems be completed. Completion of these courses and holding the prerequisite of Incident Management Level 2 Certification will qualify the individual for Incident Management Level 3 Certification issued by the Division of Fire Safety.**





ANNUAL FIRE OFFICER QUALIFICATIONS NOTICE



Combination and volunteer departments need to determine how to comply with ICS when their certified officers are not available. This can be accomplished by determining what other members of your department may be asked to assume a command position, and ensure that they have the proper level of training. Another that address utilizing certified officers from other departments or county/regional Incident Management Teams.

However, simply attending the above listed courses does not qualify someone for all ICS positions. There are many position specific training programs that are available through the Division of Fire Safety or the Emergency Management Institute including, "Staging Area Manager," "Strike Team Leader," "Resource Unit Leader" and "Division/Group Supervisor" that provide detailed training in these areas leading to a better understanding of how ICS is designed to work.

In addition, the New Jersey Public Employees Occupational Safety and Health (PEOSH) program has a number of safety and health standards that employers, (municipalities and fire districts) must comply with regardless of whether they are volunteers or career.

These are contained in the Safety and Health Standards for Public Employers in **N.J.A.C 12:100** and include the Standards for Firefighters at **N.J.A.C 12:100 Subchapter 10**.

Examples include the adoption of a respiratory protection program that stipulates how the employer will ensure compliance with an individual's ability to be medically cleared to wear a respirator; an annual respirator face piece fit test and a policy regarding facial hair when wearing a

respirator.

Another example includes the requirement that anyone who will be supervising an incident involving a hazardous substance above the awareness level needs to meet the requirements of On-Scene Incident Commander; and annual refresher training for blood borne pathogens, confined space and hazardous materials; as well as bi-annual Right-to-Know (RTK) training. It is imperative that fire chiefs and municipal officials realize the responsibility they have to ensure compliance. If you have any questions or need assistance, please contact your regional fire coordinator directly or through the office at 609-292-4109.

The Coordinator will assist you in understanding how to ensure compliance. You may contact Justin Baker, Assistant Chief of the PEOSH On-Site Consultation Unit at 609-292-2832 or at justin.baker@dol.nj.gov. Lastly, the Division of Fire Safety offers various levels of Fire Officer Certification that not only meet current NFPA standards but have also been accredited by IFSAC and Proboard. Fire Departments, Fire Districts and Municipalities should consider requiring these comprehensive certifications based on the specific officer levels within their department.

If you need assistance or have questions, please contact the Office of Fire Department Preparedness at 609-292-4109.

All PEOSH Standards including the PEOSH Act can be found at: <http://lwd.dol.state.nj.us/labor/lasse/laws/peoshalaw.html>.

CAMPUS FIRE SAFETY REPORT CONCLUDES STUDENTS ARE STILL DYING IN COLLEGE FIRES



The goal of the Campus Fire Safety Report is to reveal the factors that are leading to the unnecessary fire deaths of college students.

The study provides comprehensive information about campus fire fatalities to college and university fire and safety officials along with the local fire and emergency service organizations that serve these institutions so they can better plan to reduce and prevent injuries and deaths on college campuses in the future.

This report examines data from fatal campus fires and the fatalities that resulted from these fires, beginning with the horrific fire that took place in January 2000 at a Seton Hall University dormitory, where three students and 67 others were injured, through May 2015. During the last 16 academic years from 2000 through 2015, there have been 85 fatal fires in dormitories, fraternities, sororities and off-campus housing, resulting in 118 fatalities.

94 PERCENT OCCUR IN OFF-CAMPUS HOUSING
NO SPRINKLERS IN ALL 85 FATAL FIRES
ALCOHOL INVOLVED 75 PERCENT
SMOKING THE LEADING CAUSE

New Jersey Fire Safety Commission Public Education Advisory Council member and Jefferson Township Fire Marshal Vinny Corsaro conducts a comprehensive campus fire safety education program for graduating seniors at Jefferson Township High School each and every year for many years. School principal Karl Mundi gives the annual session high marks.

Fire Marshal Corsaro's stake is as a veteran firefighter with a college age daughter. Corsaro receives media attention whenever he puts on the presentation, thus only adding to the number of college bound students the message reaches.

Contact Vinny for more info: vcorsaro@jeffersontownship.net

NVFC-IAFC JOINTLY ISSUE SPECIFIC BEST PRACTICE GUIDELINES FOR POV RESPONSES

Since 2003, 52 volunteer/paid-on-call firefighters have been killed responding to or returning from calls in POVs. (Privately Owned Vehicles).

Of the activity types defined, the highest percentage (13.4 percent) of volunteer fatalities are related to POV responses. (32.1 percent) of those killed were 21 years old or younger.

Those sort of statistics have caused the International Association of Fire Chiefs Volunteer and Combination Officers Section (VCOS) and Health and Survival Section (SHSS) along with the National Volunteer Fire Council (NVFC) to issue guidelines designed to define best practices for POV response for departments in New Jersey and elsewhere.

Click the link below to see what your department can do to speak to this critical issue.

[**POV REPORT**](#)

Let's Make a Difference

Best practices to minimize injuries and deaths while using POV for ESO responses



A joint project between the International Association of Fire Chiefs - Volunteer & Combination Officers Section, Safety, Health & Survival Section, and the National Volunteer Fire Council

SCHOOL SECURITY VERSUS FIRE SAFETY: -WHEN WORLDS COLLIDE-



Atlantic City High School

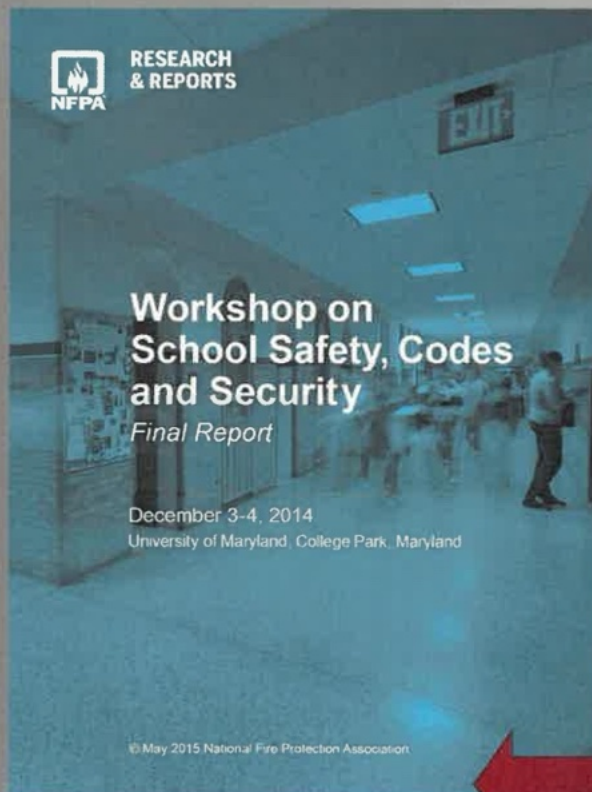
The conflict of interests between law enforcement and the fire service continues to be exacerbated by the collision of those interests over rising instances of school emergencies involving security versus swift evacuation, especially in an emergency.

Local first responders, fire departments, code officials, law enforcement and school administrators must come together to develop sensible approaches that set the preservation of human life as the primary goal.

The problem continues to be what is the optimum solution so that all interests are satisfied. For that reason the National Fire Protection Association (NFPA) has gathered those interests in one place and produced a report worthy of incorporating into any ongoing local dialogue with those interests in this the most densely populated state in the nation.

Issues such as fire alarm systems, "lockdowns," locking hardware in the code, and notification procedures and new technologies all come into play.

Click the adjacent graphic for the final NFPA report.



ASSAULTING THOSE WHO CAME TO HELP NOW A FACT OF LIFE FOR FIRST RESPONDERS WHO DO

(Editor's note: NFFF Initiative 12 seeks to advance these national standards for response.)

From the beginning of America's fire service, firefighters have been responding to incidents that were the result of, or caused by, an act of violence. Fire departments respond to a wide range of events from the simple Saturday night altercation at the corner bar, to the events like: Watts, Columbine, Oklahoma City, 9/11, Webster, NY, or Gwinnett County, GA. On most occasions, the fire department responds, renders service, and returns to quarters. Unfortunately, over our history, not every member has been able to return home due to factors associated with violence.

In March 2006, former Peoria (AZ) Fire Department Fire Inspector Howard M. Munding produced a thesis titled: "Violence Against Firefighter: Angels of Mercy Under Attack." In the thesis, he quotes the stunning statistic that an estimated 700,000 assaults occur on paramedics and emergency medical technicians (EMTs) annually.

Additionally, according to a 2008 National Fire Protection Association (NFPA) Firefighter Fatality Report, 32 firefighters died from assaults while on duty in the report's 32-year history. At the end of 2010, that number grew to 34, or one firefighter per year. In order to ensure that we meet our mission, to make sure everyone goes home, we offer the following strategies against violence associated with response.



Improved understanding and application of Dynamic Risk Management

Initiate or improve communication with the local law enforcement component.

Define and expand role of dispatchers in reducing risk.

Prohibit single (person) resource response to violent incidents.

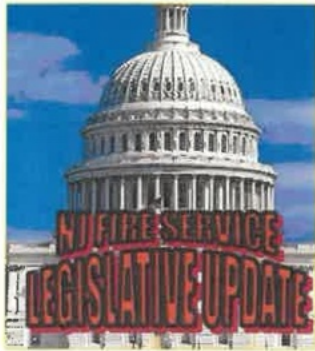
Require use of an Incident Management System and communicate directly with Law Enforcement component prior to operating at an incident of violence.

De-commit personnel and equipment and leave if violence commences or reoccurs during fire department operations.

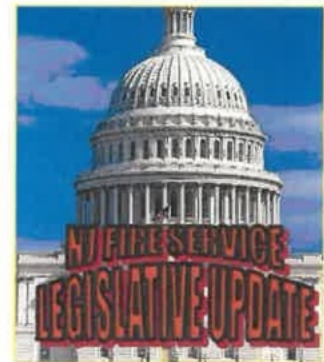
Obtain stakeholder understanding and buy-in of response and deployment policies including non-response and non-engagement at incidents of violence.

Implementing these strategies will help reduce the likelihood of fire service members being injured or killed during a response to a violent incident. The 12th Initiative expands our understanding of how and where firefighters can be injured and demonstrates the need for the development of national protocols regarding violent incidents. For more information click link.

[National Fallen Firefighters Foundation](#)



AT ISSUE:



PENDING BILLS FROM CFSI AND NVFC

On Tuesday, September 22nd, Congressmen Tom Reed (NY-23) and James Langevin (RI-2) introduced **H.R. 3591**, the Fire Sprinkler Incentive Act. Senators Susan Collins (ME) and Thomas Carper (DE) introduced identical legislation, **S. 2068**, in the Senate on the same day.

First introduced following the deadly Station Nightclub fire in West Warwick, RI in 2003, the legislation creates a tax incentive for property owners to retrofit existing buildings with automatic sprinkler systems.

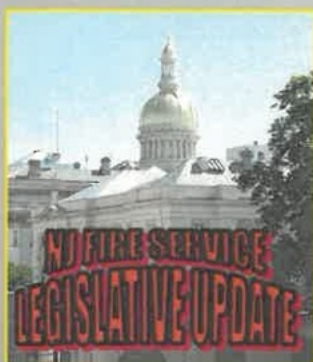
Under IRS rules, this would allow small and medium-sized businesses to deduct up to \$125,000 of the cost of retrofitting a building with an automatic sprinkler systems. Additionally, the bill would classify automated fire sprinkler system retrofits in high-rise buildings as a 15-year property for purposes of depreciation. Currently, the depreciation schedule for a fire sprinkler retrofit is 39-years in a commercial building and 27 ½- years in a residential building.

According to the National Fire Protection Association (NFPA), in 2014, there were 1,298,000 fires reported in the United States, leading to 3,275 civilian fire deaths, 15,775 civilian injuries, and \$11.6 billion in property damage. When you include the indirect cost of fire, such as lost economic activity, the cost is closer to \$108 billion annually.

Studies by NFPA have concluded that buildings outfitted with sprinklers reduce the death rate per fire by at least 57% and decrease the property damage by up to 68%. **S. 2068** was referred to the Senate Finance Committee.

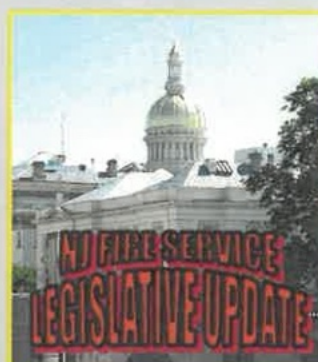
The Thin Blue Line Act (**H.R. 814/S. 2034**) would make killing or targeting a police officer, firefighter, or other first responder an "aggravating factor" in federal death penalty cases. The law would apply in cases where the public safety officer was killed or targeted while engaged in the performance of official duties, because of the performance of official duties, or because of their status as a public safety officer.

The Children of Fallen Heroes Scholarships Act (**H.R. 2350/S. 1352**) would allow a Pell Grant-eligible student whose parent or guardian dies in the line of duty as a public safety officer to receive an automatic zero expected family contribution (EFC) and qualify for the maximum Pell Grant award. Under current law, education assistance received through the Public Safety Officers' Benefits Program, which provides financial assistance to the families of public safety officers who die or become permanently disabled as a result of an injury suffered in the line of duty, actually counts against students in calculating the amount of the Pell Grant award that they are eligible for.



AT ISSUE:

ACTIVE FIRE SERVICE BILLS



ASSEMBLY

A373

Caputo (D28); Diegnan (D18);
Spencer (D29)

Requires school buildings to be equipped with emergency light and panic alarm linked to local law enforcement.

A1250

Prieto (D32); Jimenez (D32)
Provides certified municipal fire inspectors and fire officials having more than four consecutive years service with tenure in office.

A1275

Dancer (R12); Conaway (D7);
Caride (D36)
Authorizes prescribed burning in certain circumstances.

A1338

Quijano (D20); Cryan (D20);
Caputo (D28)
Establishes pilot program within Office of Emergency Management to provide zero-interest loans to certain gas stations that install appropriate wiring for generators.

A1340

Quijano (D20); Dancer (R12)
Requires removal of equipment and markings on certain used emergency vehicles; requires that Attorney General issue guidelines or directives.

A1698

Wisniewski (D19); Green (D22);
Jasey (D27)
Requires fire suppression systems in new single and two family homes.

A2689

DeAngelo (D14); Lagana (D38);
Pinkin (D18)
Requires State to offer surplus State Police vehicles to certain volunteer fire and emergency service organizations.

A4073/S2687

Schaer (D36); Preto (D32);
Caride (D36)
CO alarm requirement.
P.L. 2015 Chapter 146

A4265

Rumana (R40); Simon (R16);
Ciattarelli (R16)
Permits 5 year local residency requirement for firefighters.

ABSOLUTE VETO

SENATE

S264

Greenstein (D14);
Cunningham (D31)
"Thomas P. Canzanella Twenty First Century First Responders Protection Act"; concerns workers' compensation for public safety workers.

S564

Smith, B (D17); Bateman (R16)
Establishes "Solar Roof Installation Warranty Program" in EDA and transfers \$2 million from societal benefits charge to initially fund program.

S1593

Turner (D15); Ruiz (D29)
Establishes "Police Officer, Firefighter, Public School Teacher and Sanitation Worker Homebuyer Assistance Act."

S1813

Whelan (D2); Oroho (R24)
Requires each State agency to review permits issued by the them.

ALL PENDING FIRE SERVICE RELATED LEGISLATION

KEYWORD "FIRE"

**GERALD "BEAR" CALECKI
SOUTH AMBOY FIRE DEPARTMENT
SOUTH AMBOY, NEW JERSEY**

REST NOW MY FALLEN BROTHER
LAY SOFT YOUR SUFFERING BACK
REST WELL AND FOREVER
YOUR MEMORY SHALL NOT LACK
REST YOUR TIRED HANDS
WIPE CLEAN YOUR WEARY BROW
REST WITH ST. FLORIAN
YOUR SPIRIT NOW ENDOWED
REST HERE YOUR BREAKING HEART
WE KNOW YOU GAVE YOUR ALL
REST EASY, YOU'VE DONE YOUR PART
YOU'VE ANSWERED YOUR LAST CALL
REST KNOWING THAT IN GOD WE SOUGHT
OH LORD, WATCH OVER ANOTHER WHO JUST FELL
REST ASSURED YOUR TROUBLED THOUGHT
AS WE RING THE FINAL BELL.

**THOMAS KOLARICK
PROTECTION FIRE COMPANY #1
KEASBY, NEW JERSEY**

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IN MEMORY OF CHIEF AL BEERS
WILDWOOD CREST
VOLUNTEER FIRE COMPANY # 1
WILDWOOD CREST, NEW JERSEY

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1-800-357-5230

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Please send material c/o Jerry Clark, Content Producer, Public Information Assistant, New Jersey Division of Fire Safety, Community Risk Reduction Unit to: jerold.clark@dca.nj.gov

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Exhibit 12



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