

FIRE LINK

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PRESIDENT'S COMMENTS

by Mark Young

Let me be the first to wish everyone in the Missouri Valley Division a very Happy Holiday Season. As we wrap up 2005 we can reflect back on our accomplishments and can also look forward to 2006 activities within the division.

This past year many activities occurred within our division. It began in February when your Board of Directors and a number of State Chief Association Presidents met at the annual winter board meeting to discuss current issues and get an update on the progress of our strategic plan. A few notable highlights from this board meeting included raising the maximum stipend amount to \$3,000 for educational programs within the division. Fire Rescue GPO was discussed and the board is urging all of its members to get familiar with the program and ultimately take the opportunity to purchase goods for your department at a reduced price. To get more information or to register go to www.firerescuegpo.com. You can contact our International Director Richard Carrizzo for additional GPO information as well. The last highlight included discussion on our existing strategic plan. Retired Chief Rich Lehman facilitated a review and progress evaluation of the plan. The board would like to thank all who have worked to accomplish many of the goals

set forth in the plan. I encourage our members to familiarize yourself with the strategic plan and provide your feedback on its goals to your State Vice Presidents. You can access the strategic plan and the division's position statements from our website at www.mvafco.org. One last highlight of the board meeting centered on the issue of re-establishing the EMS Section within the division. Chief Gary Shepherd, South Dakota V.P., is leading this effort. If you or your staff would be willing to assist in forming this section please contact Chief Shepherd.

This past May the public education section held another successful conference in Wichita, Kansas, and the MVD held its annual conference in Columbia, Missouri. The board of directors would like to once again say "thanks" to the public education section and to Chief Bill Markgraff and his staff for all of their hard work and efforts. Lastly, while this newsletter is going to print, the Colorado State Fire Chiefs Association will be holding its "Fire Leadership Challenge 2005" in Breckenridge, Colorado. I look forward to attending this conference and will be representing the MVD at the State Colorado Chief's Association meeting.

As we all reflect back on 2005 we
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Calendar of Events

Wyoming Fire Chief Meeting

January 6, 2006
Riverton, WY

MVD Board Meeting

Febr. 16-17, 2006
Kansas City, Missouri
Embassy Suites

Missouri Fire Chiefs Winter Seminar

February 24-25, 2006
Big Cedar Lodge
Ridgedale, MO

Fire-Rescue Med

April 24-26, 2006
Las Vegas, NV

MVD Public Education Conference

June 13-16, 2006
Lawrence, KS

MVD Annual Conference

July 19-21, 2006
Omaha, NE

IAFC-FRI

September 14-16, 2006
Dallas, TX

Season's Greetings and Best Wishes
for a Happy and Healthy New Year!

President's Comments (continued from page 1)

also remember the disastrous hurricane season and its tragic effects on the gulf coast. Many of you sent personnel to assist in the rescue and recovery efforts. On behalf of the MVD Board of Directors we commend you for selflessly sharing your resources, and in many cases, your personal time assisting our peers and citizens of the areas affected by these destructive storms.

This coming year our division will hold many different events and activities. As your president, I will be attending as many State Chief Association meetings as I can and I look forward to meeting many of you and discussing MVD and IAFC issues. We also look forward to our next annual conference that will be held in Omaha, Nebraska. Chief Robert Dahlquist and his staff are putting together an exciting educational program and urge all members to attend. It will be held July 19-21, 2006. Omaha is a great place to visit. You might consider planning your family vacation around our conference and enjoy all the hospitality, history and entertainment that Omaha has to share.

On a national level, Chief Bill Killen, IAFC President, has formed a National Fire Mutual Aid System Task Force that is made up of one representative from each IAFC Division and Section. Chief Jerry Rhodes, MVD 2nd V.P., from Cunningham Fire Protection District in Colorado has been selected as our division representative on this task force. The task force's objective is to create a national system that integrates interstate and intrastate fire mutual aid systems, including command functions such as Incident Management Teams and Incident Support Teams. This initiative was born out of problems encountered by many during Hurricane Katrina. The task force held its first meeting in Washington D.C. during the Leadership Summit and discussed its scope, purpose, organizational structure and work tasks. It was recognized early on that for this endeavor to be successful it must utilize the talents and resources of all divisions and sections. The Missouri Valley Division will assist in this effort by forming a sub-task force comprised of one representative from each of our

eight states. These representatives are being selected by each individual State Vice President and I will appoint them to the sub-task force. Chief Jerry Rhodes will chair this sub-task force for our division. It is my intent to have all sub-task force members selected by the first part of December. The objective of this group is to research and develop a mutual aid model that can be adopted at the national level. The sub-task force will be busy this winter researching mutual aid best practices within our division. Stay tuned for further developments on this initiative.

One last note, this past August at FRI in Denver, the National Fire Fighter Near-Miss Reporting System was introduced. It is a web based program that is voluntary, confidential, non-punitive, and secure reporting system that is designed to improve fire fighter safety. This system is designed so that any fire fighter can easily access the website and report his or her near-miss and this information can then be shared, as a part of a national data base, with other fire service personnel across the United States. It has the potential of being a very powerful information tool that will provide all of us with valuable safety lessons. I urge each of you to access the site at www.firefighternearmiss.com. Give it a try and share it with your departments. In an effort to increase the information in the near-miss data base I am asking each of our members to take a few moments and access the website and enter one of your own personal near-misses. The near-miss may have happened some time ago or may have just occurred. It doesn't matter. What does matter is that each of us reports our near-misses so that others can learn without re-living our dangerous personal experience.

Until next time, stay safe and remember - "Everyone Goes Home".

Happy Holidays! ☐



FIRE RESCUE GPO

FireRescue GPO is excited to announce that they are awarding its first national contract in January, 2006. The successful recipient will possess the capability of supplying Fire Hose to various government agencies locally and nationally. If you are interested in applying, please contact Caryn Tilton at 800-752-5446. ☐

Kelvin Cochran -2nd VP of IAFC

The membership at the Columbia Conference voted to endorse Chief Kelvin Cochran of Shreveport, LA for 2nd VP of the IAFC in the 2006 election. Chief Cochran gave a stirring speech on his ideas for the IAFC and the need to continue our work at the Federal level to maintain the funding sources that have been established and to build coalitions for future needs of the fire service. The Board of Directors and the membership expressed their opinions that Chief Cochran would be an excellent leader for the IAFC. Voting for the office of 2nd VP of the IAFC will be held in early spring. ☐



MVD Web Site

The Missouri Valley Division
web site is
www.mvdiafc.org

IAFC LEADERSHIP SUMMIT

by Mark Young, President, Missouri Valley Division

This past month I had the privilege of representing the Missouri Valley Division at the IAFC's Leadership Summit in Washington D.C. This year the Summit began with a reception on Thursday evening followed by a special organizational meeting of the National Mutual Aid Task Force created by President Killen.

Friday morning participants were warmly welcomed to the Summit by President Killen who reviewed the two-day program and presented the accomplishments of the IAFC over the past year. Chief Julian Taliaferro, IAFC Treasurer; then reported on the IAFC's efforts in providing financial relief to members affected by Hurricane Katrina. Chief Taliaferro reported that the IAFC raised \$61,000 in this effort. Initially those members who wished to take advantage of the financial assistance were given \$500.00 each. Since then the Board of Directors has decided to increase that amount to \$1000 each. Of those members who were offered the assistance, nearly 64 percent declined.

This year summit attendees were honored to hear from Michael Chertoff, Secretary of the Department of Homeland Security and David Paulison, Acting Director of FEMA. Secretary Chertoff thanked the IAFC and its members and took time to discuss lessons learned from the response to Hurricane Katrina. Secretary Chertoff also spoke about the partnership efforts between Homeland Security and the fire service. The complete text of Secretary Chertoff's speech can be accessed at <http://www.dhs.gov/dhspublic/display?content=4926>. The Secretary was followed by Chief David Paulison. Acting FEMA Director Paulison commented about upcoming changes within Homeland Security and thanked the fire service for sending 4,000 CR teams to the gulf coast. He also commented on FF Safety, the USFA, the NOBLE training

facility and lessons learned from the recent hurricanes.

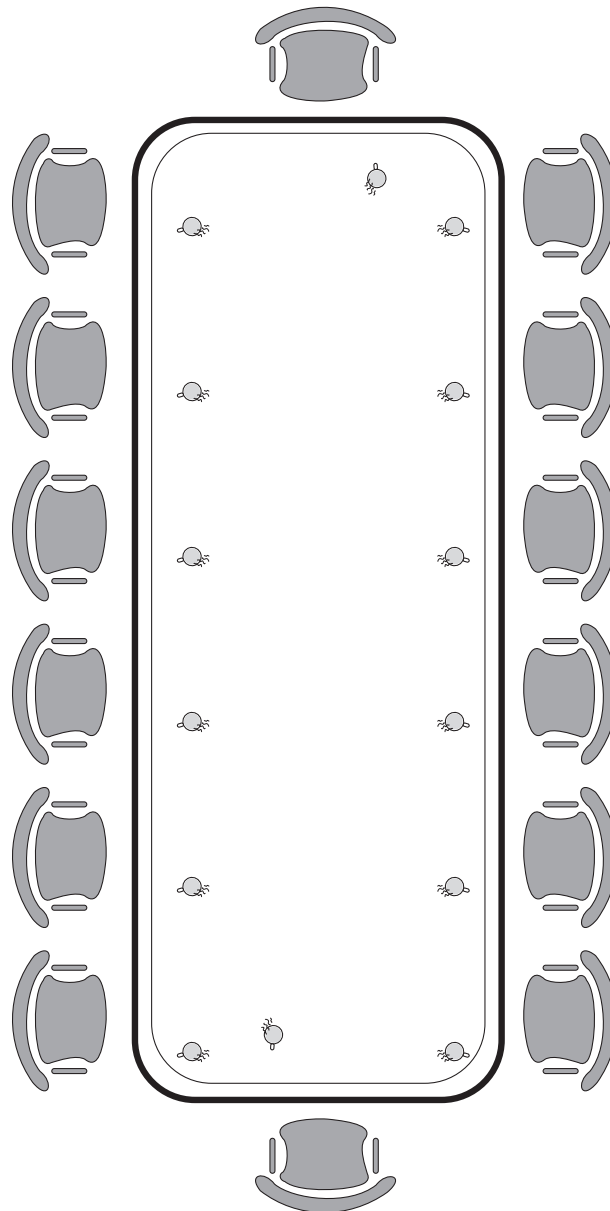
During the lunch break we were all surprised when U.S. Congressman Curt Weldon appeared and spoke about his

tive.

Friday afternoon's session was moderated by Chief James Harmes, IAFC 1st Vice President. Chief Harmes introduced Dr. Tom LaTourrette, Physical Scientist, RAND Corporation who spoke about the importance of developing a national fire service doctrine. He was followed by Jennifer Schottke with ESRI who presented the attendees with information on GIS for Disaster Response. Jennifer's presentation led directly into a special presentation of personal Hurricane Katrina experiences by Chief Bill Metcalf, IAFC Katrina Response Team Leader; Deputy Chief Noffsinger; Biloxi Fire Department; and Chief Stephen Dean, Mobile Fire Department. These gentlemen spoke of their personal experiences and lessons learned. Most of their comments were centered on the importance of preparing your departments to be self sustaining for a long period of time, having a backup plan for loss of communications, and the importance of developing continuity of government plans. The afternoon session was wrapped up with a presentation by Sonny Scarff, Director of Corporate Fire Protection for Marriott International. Mr. Scarff introduced a new fire protection technology that uses high pressure water mist sprinkler system to control fires in structures. And the final presentation of the day was moderated by a panel of media experts that discussed "The Story Behind The Story: A frank discussion with members of the media about covering the good, bad and ugly of the fire service."

Saturday morning's session was moderated by our own Chief Steve Westermann, IAFC 2nd Vice President. Chief Westermann introduced President Killen who spoke about some new business partnerships between the IAFC, JEMS and FireRescue Magazine. More

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vision to create a National Fire Service Center in Washington D.C. His vision is to build a multi-story building next to an existing working fire station one block from the Capitol Building. This building would possibly house national fire service organizations and an extensive museum of firefighting artifacts. Stay tuned for further on this national initia-

EIGHT MAJOR MYTHS ABOUT DIVERSITY

by Mauricio Velasquez



Myth 4: Diversity is about minorities and women in the workplace.

No, diversity is about your internal (employees) and external (prospects and clients) customers. Understanding the diversity in your employee and customer ranks and anticipating needs, can make or break your firm (most likely break if you subscribe to this math). There is a award for talent – differentiate your firm for your clients and new hires.

Myth 5: Diversity is about exclusivity.

No, it is about inclusivity. In other words, diversity is about all of us. If you feel diversity is about attacking the white male, you are mistaken. Diversity is not about getting “them” into your corporate culture (assimilation). Diversity is about creating a culture where everyone can thrive and contribute to your firm, and serve your increasingly diverse clients.

Myth 6: Diversity is about lowering standards.

Be very careful with this notion. Many people take great offense to this perception. Firms that are committed to diversity are not lowering standards, but are widening the pool – and sometimes raising standards or rewriting them.

Myth 7: Diversity is just another fad.

Look at your workforce and client marketplace today and compare it with five and ten years ago. Then try to look five and ten years into the future. Do the same for your clients. Demographics are our destiny. You’ll see that diversity if not a fad, but a preview.

Myth 8: Diversity is another version of Equal Employment

Opportunity/Affirmative Action.

No, it is very different from EEO/AA. Diversity concerns all employees and customers. Minorities and women are the context for EEO/AA.

Major differences between EEO/AA and diversity are:

- EEO/AA is government-initiated while diversity is voluntary and company-driven.
- EEO/AA is legally-driven while diversity is productivity-driven.
- EEO/AA is quantitative and diversity is qualitative.
- EEO/AA is problem-focused, whereas diversity focuses on opportunities.
- EEO/AA assumes assimilation among its participants, but diversity assumes integration.
- EEO/AA has a strictly internal focus, while diversity focuses on internal and external issues.
- EEO/AA is reactive, but diversity is proactive. □

Mauricio Velasquez is the President and CEO of The Diversity Training Group, Inc., located in Herndon, Virginia. For more information, go to www.diversitydtg.com.



Leaders committed to diversity are sometimes confronted with myths that challenge programs’ worthiness and effectiveness. To ensure long-term firm-wide change, these myths must be debunked with passion and purpose.

Myth 1: Diversity is a problem.

No, it is an opportunity. You can’t understand and take advantage of something “you don’t know.” Your diversity strategy and plan is an opportunity to differentiate your firm from competition – don’t blow it.

Myth 2: Diversity is our human resource department’s responsibility.

No, it is your responsibility. Too many people say, “That’s not my problem; our personnel people have to handle the diversity issues.” Wrong. Everyone has a shared responsibility.

Myth 3: Diversity is just about race and gender.

No, it is much broader than that. It used to be called cultural diversity, but the conversation has become more inclusive.

IAFC LEADERSHIP SUMMIT

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information on this new partnership can be obtained on the IAFC website. Chief Killen was followed by Gary Briese, IAFC Executive Director, who passionately spoke about the future challenges of the IAFC. His message centered on the need to share our individual department successes with the IAFC, sustaining fire based leaders in key DHS positions and developing a culture of safety and wellness in the fire service.

The morning session was concluded after presentations by Chief Billy Goldfeder, Cathy Hedrick, Reverend Bevon Smith, and Gordon Routley. These presenters spoke passionately about firefighter safety and what we, as fire chiefs, can do to eliminate needless line of duty deaths and serious injuries in the fire service. Other topics included implementation of the 16 firefighter life safety initiatives, the "Everyone Goes Home" program, and a moving personal story from Cathy Hedrick who lost her fire-

fighter son when he was killed in the line of duty.

President Killen moderated the Saturday afternoon session and began by introducing each candidate who is running for IAFC V.P in 2006. The candidates spoke to the attendees and asked for their support in the upcoming elections. Saturday's program continued with more excellent speakers discussing timely and important topics. Nelson Bryner, Program Manager with Fire Research Laboratory NIST, gave a brief overview of the Advanced Fire Service Technologies Program and focused on some current research being conducted studying the thermal effects on thermal imagers, respirators and PASS devices. The National Firefighter Near-Miss Reporting System was presented to the attendees by Jon Tippet, Project Manager from the IAFC. This near-miss system in a web based reporting system that firefighters can easily access and

report their near-miss events. These near-misses are entered into a data base that can easily be accessed by any firefighter to learn from these near tragic incidents. More information on this valuable reporting system can be found on the IAFC web site. Chief Larry Curl introduced everyone to "Fire Corp" which is a Citizen Corp initiative that was kicked off on December 9th at the White House. For more information go to www.firecorps.org. The final two presentations were delivered by Chief John Sinclair and Dr. Steve Robbins. Chief Sinclair spoke briefly about the IAFC's educational efforts on the Avian Flu. Members can access the IAFC web site to gain more information on this subject. Dr. Robbins concluded another successful Leadership Summit by giving a thought provoking presentation on the subject of affirmative action. □

WANT TO HOST A MVD CONFERENCE?

Cities usually work with their Chamber of Commerce to host an Annual Conference.

The next open year to host a conference is July 2007.

If your department and city is interested, go to the Web site and look at the RFP to get the requirements for hosting a conference.

THE TIME OF YOUR LIFE AWAITS YOU IN OMAHA

The annual Missouri Valley Division of the IAFC Conference will be held in Omaha on July 19 - 21, 2006. The theme for the conference is "Staying on Course in a Sea of Change." It seems that change is one of the constants in life. Perhaps now more than ever before. How do you handle the change and keep up with everything? Come to the conference and let's get it figured out together. Leading your department through times of change requires a knowledge of what's happened in the past and a focus on the future. We are working on bringing speakers who are able to provide guidance and direction.

Many of you know of or have seen Chief Billy Goldfeder. He will be joining us and sharing his wisdom on lessons learned and the dangers we face. We can only move forward by learning from the past. It's always better to learn from others' past experience rather than to go through them ourselves. Our other speakers promise to be just as effective in their fields of expertise.

All this will be held at the Qwest Center Omaha, a beautiful venue. The Omaha Hilton, directly across the street from the convention center, is the "command post" for the week. You'll be in downtown Omaha, with shopping, attractions and restaurants that will fill your off time. You may even decide to stay a few extra days just to take in all that the Omaha area has to offer!

In addition to terrific speakers, we'll have vendors galore. There will be indoor apparatus displays, booths and more in the 48,000 sq. foot exhibit hall. You'll be able to visit with manufacturers and representatives from a wide variety of companies that produce equipment, apparatus, software and other fire service products.

Omaha Fire is working to make this a "must-see" event. Be looking for more information about the conference in the coming weeks and months.

The Time of Your Life starts July 19-21, 2006 in OMAHA. ☐

SENATE APPROVES 700 MHz BILL

By a vote of 52-47, the U.S. Senate yesterday approved a bill that would make 700 MHz spectrum available to public-safety and commercial wireless operators on April 7, 2009.

After being passed by the Senate Commerce Committee on Oct. 20, nothing was changed in the bill on the Senate floor. However, the committee version did not address funding allocations if the 700 MHz auction generates more than \$10 billion, which is the current congressional estimate. Amendments on the Senate floor earmarked funding if the auction exceeds this threshold.

Amendments designate the first \$1 billion above the \$10 billion mark for budget reduction, with the next \$500 million for public-safety interoperable communications and the following \$1.2 billion for coastal restoration for states hit by hur-

ricanes. Any auction funds beyond \$12.7 billion would be earmarked for deficit reduction.

As passed by the Commerce Committee, the Senate-approved legislation calls for \$1 billion in state and local interoperability grants and \$250 million to help fund E-911 upgrades as part of legislation that was enacted last year.

The Senate bill is expected to differ in several areas from the 700 MHz bill expected to be passed by the House of Representatives. Congress is expected to address the 700 MHz issue by the end of year, after the legislative proposals are debated in a conference committee. ☐

Charles L. Werner, CFO
Fire Chief

Charlottesville VA Fire Department

NEW MEMBERS A BIG WELCOME TO OUR NEWEST MEMBERS

- Chief Scott Abker — Salina, KS
- Director Charles Kimuss — Lafayette, CO
- Lt. John Livens — Castle Rock, CO
- BC Dave Abercrombie — Durango, CO
- Chief Rick Dirr — Nederland, CO
- DC Paul Smith — Vail, CO
- Chief Skip Gauldin — Troy, MO
- AC Michael Lingenfelter — Leavenworth, KS
- FM Mike Dell'Orfano — Centennial, CO
- FM Kris Kregel — Brighton, CO
- Chief Brian Nickerson — Wright City, MO
- DC Kevin Livingston — Belton, MO
- AC Timothy Krickle — Independence, MO
- Dir. Chad Fahlenkamp — Independence, MO
- Chief Mike Underwood — Eudora, KS
- Emers Servs Terry Lenhart — Sheridan, WY
- Chief Mike Mills — Tecumseh, KS
- AC Terry Eirich — Kearney, NE
- Ac Steve Johnson — Kearney, NE
- Chief Jerry Thompson — Kearney, NE
- TO Todd Walton — Kearney, NE
- BC Kris Garcia — Boulder, CO
- Capt. Dave Danek — Golden, CO
- Director Gui Boyd — Poudre, CO
- FM Jesse Molinar — Johnstown, CO



MVD Web Site

The Missouri Valley Division
web site is
www.mvdiafc.org

NATIONAL FIRE SERVICE MUTUAL AID SYSTEM TASK FORCE

by Chief Jerry Rhodes

President Killen of the IAFC created the National Fire Service Mutual Aid System Task Force (NFSMAS TF) wanting a work product by August of 2006. Divisions and Sections Presidents appointed representatives to the task force. Chief Jerry Rhodes, MVD 2nd Vice President is the MVD representative to the NFSMAS TF.

The task force has met twice and has hit the ground running. Our Missouri Valley Division President Mark Young attended the last meeting in Washington D.C. From this meeting a plan was forged for bidirectional communications with the MVD State Vice Presidents and the State Association Presidents. This

will improve the dissemination of information from the NFSMAS TF to the states, while promoting input and best practices from the state level to the NFAMAS TF.

President Young has sent this plan to each state. Each state should select a point person to represent their state and with the state association formulate a similar plan to communication and coordinate efforts in the state.

The next meeting of the NFSMAS TF is in January. President Young and Chief Rhodes would like to have a teleconference meeting of the MVD NFSMAS TF in mid-December to complete tasks prior to the January meeting. □

EMS SECTION RE-ESTABLISHED; NEEDING NEW MEMBERS

by Mike Thompson

The EMS Section of the Missouri Valley Division IAFC is in the process of being re-established and by-laws have been developed. The existence of the Section will be for the express purpose of representing the views of the Fire Chiefs of the Missouri Valley Division regarding presentation, delivery and support of Emergency Medical Services of all types, from full transport services to first responder services. The organization shall be concerned with prospective activities, concurrent processes and also retrospective evaluation of activities within the field of Emergency Medical Services.

One of the primary functions of the Section will be the sharing of information regarding vehicles, equipment, procedures and policies, health care facilities, training entities, and other areas of EMS responsibility. Under the direction and guidance of the Board of Directors of the Missouri Valley Division, the EMS Section will also be involved with the EMS Section of the IAFC. Representation and liaison to appropriate organizations will also be a function of the Association.

This is an invitation for Missouri Valley IAFC members to join and participate in the EMS Section process. A minimum of 12 members is required to maintain section status. The membership of this Section will be open to active or associate members of the Missouri Valley Division IAFC. Please let us know if you wish to join and participate and share your knowledge and views of the dynamic field of Emergency Medical Services.

If you are interested in joining or want more information, contact Chief Gary Shepherd at Rapid City, South Dakota at 605-394-4180 or email to: gary.shepherd@rc.gov.org. □

COLORADO REPORT

by State Vice President Chief Jerry Rhodes

OPERATION SAFE HAVEN

Governor Owens staff called at 0730 hr. Saturday morning activating an operation to house 1,000 hurricane evacuees by Sunday night. Like many of you, we had already deployed resources to the gulf coast and were a little thin. It was a different operation because it was the State asking locals for assistance. The fire service helped emergency managers and law enforcement build an incident management system using NIMS, that many of the non fire service personnel had just finished their training on this year.

The first Incident Action Plan was completed by the first operational period. First plane load of evacuees in their beds by Sunday night. Over 400 evacuees housed at a local community college and over 2,000 evacuees processed and credentialed using a new homeland security credentialing system. One system (NIMS), joint training, common terminology, standardized forms, outcome priceless. Not perfect, but priceless.

TYPE 3 INCIDENT MANAGEMENT TEAM

A multi-discipline group has completed the Type 3 IMT guidelines. This includes structure, creation, minimum member education, and task books. The guide also includes the use of the full team and the recommended use of the short team. For more information contact Matt Coldwell, Colorado Department of Public Safety Matt.Coldwell@cdps.state.co.us or Director Paul Cooke, Division of Fire Safety Paul.Cooke@cdps.state.co.us

FIRE LEADERSHIP CHALLENGE

If you thought FRI was good, go to our website and checkout this year's line-up for Fire Leadership Challenge 2005, December 2 & 3. Two days of education in beautiful Breckenridge, Colorado, Ski Country USA for your family and great leadership training for you. The snow is already falling.
<http://www.coloradofirechiefs.org/>

FIRE RESCUE INTERNATIONAL

Please join us in Denver in 2008 and bring your friends and family. □



SEASON'S GREETINGS



The Missouri Valley Division of Fire Chiefs is dedicated to supporting professional development of its members through educational, leadership, and networking opportunities, while serving as a liaison between State Chiefs' organizations and the International Association of Fire Chiefs.

ICC CODE ACTION COMMITTEE

The International Code Action Committees will meet in early January to review or develop proposed changes to the International Codes that affect public and firefighter safety. The changes will then be reviewed by the Code Correlating Committee with final review by the IAFC Board of Directors and then sent to the ICC for possible adoption at the next ICC Code Cycle meeting.

There are four Regional Code Action Committees that represent the Fire Service in the review process. The MVD is represented on the North Central Code Action Committee by Chief Officers Marc Sampson of Longmont, Colorado; Gerald Ambrosecchia of St. Louis, Missouri; Roger Jensen of Iowa City, Iowa; Jeff Hudson of Shawnee, Kansas. □



Happy New Year!