



Colorado State Fire Chiefs' Association Member Update

June 15, 2009

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Raising the Bar on Firefighter Safety

As we enter June and the summer months that lie ahead, there is no better way to get started discussing safety issues and raising the bar on safety then by having 100% participation by all Colorado fire agencies in the 2009 National Fire/EMS Health, Safety, and Survival Week, held 14-20 June.



CSFCA President Chris Riley
Fire Chief, Pueblo Fire Department

Let's reflect on these words for a moment - SAFETY, HEALTH, and SURVIVAL. You could design your nearly entire training calendar with classes and drills revolving around those powerful words.

Safety – This word pretty sums up why we exist and what we are all about! Safety applies to the public we serve and ourselves as firefighters. Safety involves being “safety driven” in all of our decisions-not just on the fire ground or emergency scene, but in all facets of our job, no matter what rank we may hold. Safety driven in our Administrative decisions, safety driven in our fire prevention decisions, safety driven in our public education decisions, and the list goes on. I realize this may sound rudimentary and basic, but what if every decision we made we asked ourselves one simple question: “Who will be safer from this decision and can it be done better to make it safer?” Think about creating your annual goals and objectives and longer term strategic plans with having safety at the forefront of all your decisions.

Health – For the past 30 years since LODD data was organized in its current format, cardio vascular emergencies continue to be the #1 cause of LODD.



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<http://twitter.com/csfaexdir>

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Raising the Bar on Firefighter Safety

(from page 1)

Over 50% of firefighter deaths are the result of LODD year in and year out. But what are we (you) doing to promote wellness, health and fitness in the (your agency) fire service. Do you have a policy in place that allows members time for physical fitness and equipment (tread mills, bikes, weight, etc). I have noticed during my 28 years in the fire service that a lot attention and time is given to vehicle and safety equipment maintenance. This is a highly important and mission critical part of our job. But what about maintenance and checks on our most important and valuable asset-our Firefighters! As Fire Chiefs and Chief Fire Officers, I believe one of the most powerful messages we can send to our members in terms of promoting health is by setting a positive example in terms of health, wellness, and fitness.

“There is no better way to get started raising the bar on safety issues then by having 100% participation in the 2009 National Fire/EMS Health, Safety, and Survival Week.”

Survival – This is a topic that has gained much needed attention and momentum in recent years. I don't recall a lot of training exercises designed around firefighter survival when I entered the fire service in 1981. Firefighter's survival was discussed, but formal training in this area was not common. Training that involved civilian rescue has always been the focal point of our industry since the fire service began and should continue to be a top priority. But what happens if things go wrong on the fireground – terribly wrong? How prepared are firefighters to survive a catastrophic building collapse, flashover, entrapment, etc. How much of our annual training should involve specifics on firefighter survival.

Admittedly, I do not know what the exact percentage should be for the fire service or if there is a correct answer in terms of how much survival training is needed annually. How many times per year does your department spend on training your fire fighters to survive a very bad situation versus standard and/or mandated training? 80% standard training and 20% firefighter's survival training? As leaders in your fire agency, you are best prepared to answer that question. The skills and experience of your members will normally dictate the amount of training that is needed in various areas. Here is a good "acid test" question we should all ask ourselves; if one of my members were trapped, are they prepared to survive?

I can recall the FDNY surviving crews in the 9-11 WTC collapse. These members all survived an "un-survivable" event. I remember watching the crew interviewed and each sharing their unique accounts of what happened. One thing stood out to me and it was a common statement amongst each person - their training, teamwork and preparation saved their lives on that fateful day.

Safety, Health, and Survival – Lets continue to become immersed in these words, thus promoting safe actions that are the trademarks of our fire service culture.

On a final note as we enter what appears to be a potentially busy summer of wildland fires, let us all review and adhere to the 10 Fire Orders and 18 Watch-Out Situations. Let's make it a top priority for us and our members to make every decision in the urban interface fit these proven safety statements.

Thank you taking the time to read this message and have a safe and healthy summer!

Respectfully submitted,

Christopher P. Riley, MS, CFO, MIFireE
Fire Chief, City of Pueblo, CO.
Internationally Accredited Agency, CFAI
& President, Colorado State Fire Chiefs Association

Fire/EMS Safety Week: Are You Ready?

Fourth of Four Key Areas: Chiefs – Be the Leader in Safety

Fairfax, Va., June 10, 2009... The IAFC and the International Association of Fire Fighters (IAFF) are asking you to Protect Yourself: Your Safety, Health and Survival Are Your Responsibility. We're calling on all fire/EMS departments and all IAFF affiliates to participate in the 2009 Fire/EMS Safety, Health and Survival Week scheduled for June 14-20.

To support your planning, we've developed a series of emails and On Scene articles (go to links below), each focused on a 2009 key area. This email, the last of the series, pertains to the responsibility of fire chiefs.

Chiefs: Be the Leader in Safety

Fire chiefs and chief officers can take an active role in this year's Safety Week by personally reviewing at least 2 safety policies during the course of the week for compliance with NFPA 1500. As the safety leader in your department, it's important that policies on safety-related topics not only support your safety vision, but comply with nationally recognized standards. Existing policies should continue to be consistently enforced by fire chiefs and chief officers. Encourage your other fire officers to also take the initiative in enforcing policies if they observe violations.

Determine gaps that can reasonably be closed in the next year based on resources currently available in your organization. Don't be overly ambitious, but select gaps you can close or make progress toward closing in the next year that won't require increased resources or actions outside your circle of influence. The point is to make progress, not work miracles. Incremental progress toward closing consistency gaps is a good foundation for long-term improvements in safety culture.

Establish a collective process to confirm the gaps you've identified, identify others and establish a timeline to close them. Though it's important to be personally involved, you certainly can't do it all. Once you've identified the gaps in your current policies, involve others in your organization to be part of the process of filling these gaps.

The recommended focus of this year's Safety Week incorporates 4 key areas where standard operating procedures, policies and initiatives—along with the training and enforcement that support them—can limit fire and EMS personnel's risk of injury or death:

- Safety: Emergency Driving (enough is enough—end senseless deaths)
- Health: Fire Fighter Heart Disease and Cancer Education and Prevention
- Survival: Structural Size-Up and Situational Awareness
- Chiefs: Be the Leader in Safety

Visit the 2009 Safety Week website for more information on this year's program and planning resources developed by the IAFC Safety, Health and Survival Section. See:

<http://www.iafc.org/displaycommon.cfm?an=1&subarticlenbr=306>.

Firefighter Safety Roundtable Podcast Now Available on Firehouse.com

Listen to what national fire service leaders had to say about firefighter safety at today's roundtable discussion sponsored by the U.S. Fire Administration and Firehouse.com.

Joining Acting U.S. Fire Administrator Glenn Gaines at the roundtable were Phil Stittleburg, NVFC; Chief Billy Goldfeder and Chief Robert Dube, IAFC; Rich Duffy and James Brinkley, IAFF; Ron Siarnicki and John Proels, National Fallen Firefighters Foundation; Susan Nicol Kyle, Firehouse.com; and Al Conners, Burt Clark and Bill Troup, USFA.

Listen to the podcast at: <http://dynamic.firehouse.com/broadcast/2009/06/15/2009-fireems-safety-week-usfa-roundtable-on-firefighter-safety/>

Pueblo Fire Captain Remembered

By Nick Bonham, Pueblo Chieftain
June 14, 2009

Mourners said goodbye Saturday to Pueblo Fire Department Capt. Richard Mark, who died June 5 of an apparent heart attack.

A 21-year veteran of the department, Mark was well-respected personally and professionally.

At his memorial service at Praise Assembly of God, 2000 Troy Ave., those closest to the 52-year-old Iowa native said he was a dedicated family man, a "fireman's fireman," a good friend, neighbor and volunteer.

Mark died in Steamboat Springs, where he was attending a Muscular Dystrophy Association event.

"It is some what ironic, but very predictable, that the last task he was accomplishing was what he loved to do: helping others at an MDA fundraising event," Fire Chief Chris Riley told the hundreds in attendance. "My guess is the majority of the people Rick was helping at the event were

strangers to him, but nonetheless, there was Rick, helping out . . . I often heard him say that being a firefighter was like winning the lottery, and it was the best job in the world. I'd have to agree with that."

Firefighters are known for helping MDA and in Pueblo. Mark was at the front of that effort. He's also volunteered with Dream Weavers and the Pueblo Firefighters Historical Society.

He was past president of the Southern Colorado Labor Council and was the acting secretary-treasurer of the Local International Association of Firefighters.

In 2005, Mark was named Fireman of the Year.



Pueblo Fire Department Capt. Richard Mark, who died June 5 of an apparent heart attack.

"We're lost right now and we're going to be scrambling to pick up the pieces," firefighter and union president Chad Thomas said. "But what I've learned the last six months is Rick was a fireman's fireman. I'd be hard pressed to find someone who did more than he did. If there was a firemen's event or a department function, he was there."

When not at Station No. 2 in North Ridge or doing other department work, Mark reveled with his family and friends. Many were coworkers who golfed and fished together.

Capt. Glen Port said he knew Mark for more than 40 years.

"Whatever it means to be a friend, Rick had no equal. We will miss you, friend. We will truly miss you," he said.

Capt. Jeff Mize said he knew Mark for more than 20 years as a colleague and neighbor. Mize told the crowd how Mark would lend him any tool he needed, help him with tasks and house projects and stop to talk every time he'd pass by and see Mize in the front yard.

"One thing about Rick is he never wanted anything in return. He was self-satisfied by just pleasing other people more than himself," Mize said.

Mark was also known for his collection of work-related shirts. "I think he broke the record for wearing firefighter shirts," Mize said.

Capt. Kevin Kagey knew Mark for 17 years. His speech touched on Mark's comical side.

Kagey regaled the crowd with a tale of a time when he accidentally blasted his wife's freshly cleaned Ford station wagon with a muzzle loader. Kagey was preparing for a hunting trip at the time and said he's been ribbed about the accident ever since.

That Christmas, Kagey said, Mark presented him a gift that Mark and his oldest son, Travis, made for him: a pair of Ford car horns mounted on a decorative wooden frame that resembled a set of deer antlers.

"He purposely made sure we worked on Christmas so he could give me that," Kagey said.

It was Travis Mark, a police and fire dispatcher, who addressed the crowd on behalf of his mother, Karen (who was married to Mark for 29 years), his brother Matthew, twin sisters Deidre and Caitlin and other relatives and friends.

"The out-pour of support we've received in these trying times has been amazing," Travis Mark said. "From the moment this has happened, I've seen nothing but a steady stream of people come to the house asking what they can do."

After the service, firefighters took Mark's cremated remains and his family on a final trip around Pueblo. The 45-minute procession snaked through town and featured two of the department's antique fire trucks, which Mark enjoyed maintaining and driving in parades.

Mark's death was the fire department's second mournful ceremony in almost a year. Firefighter Billy Pine died in August from colon cancer at the age of 29.

The Chieftain also learned that retired Pueblo fire Capt. Vito LaTronica died Friday at the age of 94. He was a captain with the Pueblo Fire Department from 1939 to 1983, according to his obituary.

Fire Chiefs Assemble in Steamboat Springs for Summer Meetings

On June 11-12, 2009, CSFCA members assembled in Steamboat Springs for the summer meetings. The Combination Chiefs Section met on the afternoon of June 11th and heard a presentation titled "Perfecting your Performance Evaluations" by Dino A. Ross, Esq. of Ireland, Stapleton, Pryor and Pascoe, PC. That evening, the fire departments of Routt County hosted a BBQ for the CSFCA at the Steamboat Springs Community Center.

On Friday, over 60 members of the CSFCA participated in the Quarterly Meeting and heard Colorado's plan for large fire response, presented by Hans Kallam, Director, Colorado Division of Emergency Management; Richard Homann, Fire Division Supervisor, Colorado State Forest Service; and Kevin Klein, Director, Colorado Division of Fire Safety. Each of the Division Directors also provided an informational update on their respective agency.



The fire departments of Routt County hosted a BBQ for the CSFCA at the Community Center on Thursday evening.



Over 60 members of the CSFCA assembled in Steamboat Springs on June 12th for the Summer meeting.



Kevin Klein, Director, Colorado Division of Fire Safety discusses Colorado's plan for large fire response. Joining him was Hans Kallam, Director, Colorado Division of Emergency Management and Richard Homann, Fire Division Supervisor, Colorado State Forest Service.



Dino A. Ross, Esq. of Ireland, Stapleton, Pryor and Pascoe, PC, presented an overview of Collective Bargaining. What is Collective Bargaining? How does Collective Bargaining come into play? What are the employer responsibilities with respect to union-related activities?

Following the state agency updates, Dino A. Ross, Esq. of Ireland, Stapleton, Pryor and Pascoe, PC. presented a primer on Collective Bargaining. Dino's presentation answered the questions: What is Collective Bargaining? How does Collective Bargaining come into play? What are the employer responsibilities with respect to union-related activities?

Paul Cooke, CSFCA Executive Director, provided a comprehensive wrap-up of the 2009 Legislative Session. He indicated his belief that we had a very successful session. Of the 43 bills the CSFCA was actively tracking, a total of 26 were supported by the Association. Of these, 19 were signed into law by the Governor. Of the bills the CSFCA supported and lost, 3 were killed by the sponsor because the provisions of the bill were rolled into another bill, which passed.

Cooke reported that the three bills that sought to address the impacts of Urban Renewal Authorities and Tax Increment Financing on other taxing entities all died, but it wasn't a complete loss because a number of legislators were educated on the issues and the proponents of URA's were given notice that they need to find a way to address the impacts on fire districts and other taxing entities. The only other bill that the CSFCA supported and was lost was the bill introduced in the last week of the session to make the non-use of safety restraining devices in vehicles a primary offense.



CSFCA President Chris Riley recognized and presented a plaque to Chief John O'Hayre for his contributions to the professionalism of the Colorado fire service and his service to the CSFCA. Chief O'Hayre, a former President of the CSFCA is retiring after 22 years as chief of North Metro Fire Rescue District.

The quarterly CSFCA General Membership meeting followed the educational presentations. The next General Membership meeting will be on Friday, September 11, 2009 in Ignacio.

Copies of the educational presentations have been posted on the CSFCA website at:

<http://www.colofirechiefs.org/trainingconf3.htm#June09>.

Longtime North Metro Fire Chief Stepping Down

By Kieran Nicholson, The Denver Post
May 7, 2009

After 37 years as a firefighter, and 22 years as a fire chief, John J. O'Hayre is stepping down.

Chief O'Hayre, who heads the North Metro Fire Rescue District, is retiring. His last day of service will be June 26, the fire district announced.

O'Hayre began his career as a volunteer firefighter in 1972, back when North Metro had just one on-duty firefighter at each of its stations. Now the district covers about 63-square-miles and serves a population of about 103,000, in three counties and two cities.

Under O'Hayre's leadership, he became chief in August of 1987, the district grew and secured equipment and personnel to serve its public in a cutting edge manner.

Among O'Hayre's career accomplishments are:

- Installation of traffic pre-emption systems in 1989 on traffic signals at major intersections throughout the district.
- Construction of a station at the Rocky Mountain Regional Airport in 1990.
- Completion of a visionary \$19 million, 14-acre training complex, maintenance facility and station in 2008 that will serve as a regional center for fire training throughout Colorado and the West.



Chief John J. O'Hayre is retiring after 22 years as chief of North Metro Fire Rescue District. (North Metro Fire Rescue District)

During the opening of the training complex, O'Hayre told The Denver Post that safety of firefighters is among his great concerns.

"We lose way too many firefighters each year," O'Hayre said at the time. "The biggest thing is to teach them here to protect themselves and be able to go home at the end of a shift and not have to worry about losing someone."

In 1996, O'Hayre received the Governor's 3rd Annual Colorado Fire Service Leadership Award from Gov. Roy Romer. He is a past president of the Colorado State Fire Chief's Association.

North Metro Names Next Fire Chief

Northglenn/Broomfield, CO — Joseph A. Bruce has been appointed the new Fire Chief at North Metro Fire Rescue effective Wednesday, July 1, 2009. The Fire District Board of Directors unanimously selected Joseph Bruce to replace retiring Fire Chief John J. O'Hayre. Joseph Bruce was serving as the Deputy Chief at North Metro Fire Rescue District.

Fire Chief Bruce began his career with North Metro in September of 2001 as the Division Chief of Training. In July 2003, he was appointed to the position of Division Chief of Operations, in which he oversaw the daily operations of the Fire District including, fire suppression, special rescue operations, and emergency medical service activities. Then in June 2008, after a national search consisting of 52 applicants from across the country, he was promoted to the Deputy Chief position.



Joseph A. Bruce

The role of the Fire Chief is to lead and manage the Fire Districts' on-going business affairs and operations. "We are confident that Joseph Bruce provides the required knowledge and experience

to successfully lead the Fire District through the next decade," said Robert Kammerzell, President of the North Metro Fire District Board of Directors. "Fire Chief Bruce recognizes the challenges and opportunities that lay on the horizon in providing quality emergency services to our citizens and the Board looks forward to working with him."

Fire Chief Bruce was raised with deep commitment to the fire service. As a third generation fire fighter, he has followed in his grandfather and father's footsteps. His grandfather, Charles Bruce had a 50 year career at as a volunteer fire fighter in Jamestown, Pennsylvania. His father, Joseph Bruce, also completed 50 years of service as a volunteer for Jamestown as well as serving as Chief of a career department in neighboring, Greenville, Pennsylvania.

Prior to his employment at North Metro Fire Rescue District, Fire Chief Bruce served as the Adams/Jefferson County Hazardous Response Team Coordinator for seven years. In addition, he has served as the Fire Chief for two rural Colorado fire departments and held roles of Battalion Chief, Fire Inspector, and Fire Marshall over his 32 year fire service career. His career began in the United States Air Force, serving four years as a Fire Protection Specialist.

New Chief Takes Reins at Fire Department

By Jeff Francis, Mile High News
June 4, 2009

Last month, Steven Gillespie was named the new chief of the Wheat Ridge Fire Protection District. As he tells it, he wasn't quite a fully internal hire or external hire.

Gillespie became the leader of the department's training division last September, months before he applied for the fire chief position.

"Technically, I'm an internal candidate, but I'd been here less than four months," he said. "I'm a quasi-mixture of inside and outside."

Gillespie came to Wheat Ridge from a fire department in Deltona, Fla. Apart from weighty resumé that includes degrees and certifications in almost every discipline relevant to firefighting, Gillespie, at 36, is also married with five children. He said the decision to relocate to Wheat Ridge was shaped as much by his family as his professional aspirations.

"We came here to improve our quality of life," he said. "You really can't beat the scenery and things-to-do list."

Gillespie said he hopes to craft ambitious three- and five-year plans for the department, utilizing what he says is an unparalleled pool of talent but facing likely future challenges about doing more with less.

"My goal is to make Wheat Ridge not only a premiere department in the metro area, but in the nation," he said. "To do that we'll have to figure out ways to do things with less operating capital." Gillespie is also reverent about the circumstances under which the department needed a new chief. On April 5, 2008, former Chief James Payne fell off a ladder at his home and suffered a traumatic



Steven Gillespie was named the new fire chief for the Wheat Ridge Fire Protection District on May 4. Photo by Justin Sagarsee

brain injury. After months in a vegetative state his condition deteriorated until his wife removed him from life support.

Gillespie did not work with Payne, but he said his predecessor's importance to the organization and its people is still deeply felt.

"Anytime an organization goes through the loss of a leader, friend, coworker, it's difficult," Gillespie said. "A lot of people knew him several years. He may have been the first fire chief many of them served with. The healing process was still well underway when I got here, and to an extent it's still going on."

Ron Scott has been a volunteer firefighter with Wheat Ridge since 2002. He remembered Payne's contributions to the department and how his accident and passing ushered in a difficult time for the department.

"He was the pillar in this organization," Scott said. "He was the stone that everything was built on. When he passed away, it was a big tragedy. He meant a lot to this organization."

Scott's recollection of Payne also clearly displays what the late fire chief meant to his people on a personal level.

"He was one of those guys that you could go in there and talk to him about anything," Scott said. "He was a really great guy. He loved the city and loved the department. It was his heart and soul."

Assistance to Firefighters Fire Station Construction Grant Application Period Open

The Department of Homeland Security (DHS) recently made available for public viewing the Program Guidance for the Assistance to Firefighters Fire Station Construction Grants. **The application period for the Station Construction Grants (SCG) began on June 11, 2009, at 9:00 a.m. Eastern Time. Applications for these grants must be received by July 10, at 5:00 p.m. (Eastern Time).**

SCG was established as part of the Administration's economic stimulus package under the American Recovery and Reinvestment Act of 2009 (ARRA). SCG will provide financial assistance directly to fire departments on a competitive basis to build new or modify existing fire stations in order for departments to enhance their response capability and protect the community they serve from fire and fire-related hazards. The grants will be administered by the DHS/Federal Emergency Management Agency's (FEMA) Grant Programs Directorate in coordination with the U.S. Fire Administration by the AFG Program Office.

The e-application and an applicant tutorial are available through the www.firegrantsupport.com website. The tutorial provides you with valuable grant information and walks you through the preparation and submittal of competitive applications. In addition, the applicant tutorial provides an overview of the funding priorities and evaluation criteria.

During the application period, the help desk will operate Monday to Friday, from 8:00 a.m. to 8:00 p.m. and 9:00 a.m. to 4:30 p.m. on Saturdays (Eastern Time). However, the helpdesk will close at



4:30 p.m., on Friday, July 3rd and will not be open on Saturday, July 4th. Applicants who have questions regarding the Fire Station Construction Grants opportunity should contact the help desk at 1-866-274-0960 or at firegrants@dhs.gov.

The AFG Program is administered by the DHS/FEMA Grants Program Directorate in coordination with the U.S. Fire Administration.

Assistance to Firefighters Fire Station Construction Grants Program Guidance - visit <http://www.firegrantsupport.com/docs/2009SCGguidance.pdf>

Assistance to Firefighters Fire Station Construction Grants FAQs – will be available through the www.firegrantsupport.com website.

Study: Feds' Wildfire Efforts Misdirected

Associated Press
June 8, 2009

Grants Pass, OR – While more than 1,000 homes across the West burn each year in forest and brush fires, only a fraction of federal efforts to reduce fire danger in the region has been concentrated in the communities at greatest risk, a group of scientists found.

The scientists analyzed a database containing the locations of all 44,613 fuel-reduction projects undertaken in Western states by various federal agencies under the National Fire Plan from 2004 through 2008. They found that only 3 percent of those projects were within what is known as the wildland-urban interface.

Wildland-urban interface is a term for areas where suburban and rural homes meet forests and rangelands. The National Fire Plan is a program that is intended to reduce the risk of wildfire to communities.

The scientists found that 11 percent of those fuel-reduction projects were within an area that includes the wildland-urban interface plus a 1.5-mile buffer strip around it.

That is far short of the 50 percent goal set by the Healthy Forests Restoration Act of 2003, which was supposed to help control the \$1 billion regularly spent each year fighting wildfires.

Wildfires burned 5.3 million acres in the U.S. in 2008.

"We're going to have to adapt to these large fires as a way of life," said Tania Schoennagel, a fire ecologist at the University of Colorado and lead author of the study, appearing in Tuesday's edition of the Proceedings of the National Academy of Sciences.

"Fire suppression is doing an outstanding job, but there is only so much they can do," she said. "So we are probably going to continue to have more home losses unless we have communities more adapted to fire."

That means helping homeowners fireproof their homes by clearing trees and brush around them and using building materials that don't burn, such as metal roofs, she said.

Government Fire Prevention Programs Target Wrong Areas, Miss Riskiest, Scientists Say.

"With crime, we lock our doors and we get a security system," she said. "With earthquakes, quake-proof construction is required in earthquake zones. We are not allowed to build in 100-year flood plains.

"But with wildfire, it's different. We don't lock our homes down to fire."

From 2002 through 2006, 10,000 homes nationwide were destroyed by wildfire, the study noted.

Joe Walsh, a spokesman for the U.S. Forest Service, said the agency had just received the report and was still reviewing it: "Once that review is finished, we'll have a comment."

The study found that federal agencies working under the National Fire Plan have a tough job because they control only 17 percent of the land in the West's wildland-urban interface. Private land covers 71 percent.

"Our results suggest the need for a significant shift in fire policy emphasis from federal to private lands, if protection of communities and private property in the wildland-urban interface remains a primary goal," the authors wrote.

Meanwhile, studies indicate that longer and hotter summers connected to global warming are behind the increasing number and intensity of wildfires, which hit nearly 10 million acres nationwide in 2006.

Schoennagel noted that research at the Forest Service's Missoula Fire Sciences Laboratory in Montana has found that most homes that burn in wildfires are ignited by falling embers, sometimes from far away, showing that thinning forests and cutting brush on public lands is not enough.

Scott Stephens, associate professor of fire science at the University of California at Berkeley, said he was surprised by the findings, given the hot debate over reducing fire danger in communities.

Stephens agreed that more needs to be done on private land, particularly by homeowners who fail to clear trees and brush around their homes or build with materials that are less likely to burn.

"No fuel treatment on federal lands adjacent to the WUI (wildland-urban interface) will keep fire out," he said. "Even if we treat those areas, you're still going to have embers and sparks flying."

Those embers can start a house on fire by landing on a shake roof or wooden deck, in gutters filled with dry leaves or pine needles, or on a woodpile stacked next to the house.

Andy Stahl, director of Forest Service Employees for Environmental Ethics, a conservation group, said the \$2 billion spent under the National Fire Plan since 2000 has failed to reduce the number of acres burned by wildfires, the homes destroyed or the firefighters killed.

He noted that most of the homes that burn each year are in California, and are in chaparral, rather than forests.

The study was funded by the National Academy of Sciences, the Wilburforce Foundation, and a Smith fellowship, Schoennagel said.

Note: The study: "Implementation of National Fire Plan Treatments near the Wildland–Urban Interface in the Western United States" may be downloaded from the CSFCA website at: <http://www.colofirechiefs.org/wildfire/Schoennagel.pdf>.

Governor Signs Healthy Forest/Vibrant Communities Act

June 3, 2009 — Visiting Colorado's iconic Arapahoe Basin Ski & Snowboard Area, Gov. Bill Ritter today signed into law the Healthy Forests/Vibrant Communities Act of 2009, as well as a bill that creates Colorado's first ski and snowboard license plate.

Both bills were sponsored by Rep. Christine Scanlan and Sen. Dan Gibbs. House Bill 1199 will help protect the state's prized forestlands, assist local communities and stimulate economic activity.

"Colorado's forests drive our recreation and tourism industries and produce valuable materials for the timber, construction and renewable energy markets," Gov. Ritter said. "But our forests are struggling with unprecedented challenges from the pine beetle epidemic and other risks. This omnibus forest health bill addresses these challenges head-on, ensuring that communities are able to assess and respond to wildfire and other risks, and moving us toward long-term forest restoration."

In addition to reducing the risk of wildfire, the bill will protect watersheds and Colorado's electric power grid, and encourage business opportunities for wood-products entrepreneurs.

"This is an aggressive step forward for Colorado," said Rep. Scanlan. "It's critical legislation, providing state entities, private landowners and local communities assistance addressing wildfire threats using innovative strategies. This legislation will facilitate market-based solutions to help Colorado effectively combat the bark beetle infestation."

Gov. Ritter today also signed Senate Bill 161, which creates the nation's first license plate depicting both skiing and snowboarding.

"For decades now, people have wondered why Colorado doesn't offer a ski license plate," Gov. Ritter said. "After all, Colorado is the ski and snowboard capital of the world. Colorado's skiers and snowboarders are a unique part of our culture, and I am delighted to sign this bill into law."

"I have nine ski resorts in my area and I know how integral these businesses are to Colorado's economy, leisure and identity," said Sen. Dan Gibbs. "By creating this ski country license plate people will be able to show their support for a very important part of Colorado."

"Colorado is not only the country's ski capitol, but its riding capitol too. Of course, this isn't news to Coloradans, but it's still nice to show off to our out-of-town guests," said Rep. Scanlan.



State Representative Christine Scanlan and State Senator Dan Gibbs watch as the Governor signs their legislation known as the Healthy Forests / Vibrant Communities Act into law.

Rep. Scanlan and Sen. Gibbs Announce Bark Beetle Congressional Hearing at Landmark Legislation Signing

Colorado House Democrats
June 3, 2009

Arapahoe Basin - Today, State Representative Christine Scanlan (D-Summit County) and State Senator Dan Gibbs (D-Summit County) watched their landmark legislation known as the Healthy Forests / Vibrant Communities Act signed into law.

House Bill 1199 is a sweeping piece of legislation that makes \$3 million available for a series of initiatives to combat the epidemic. Moneys from the legislation will assist mountain and Front Range communities plan for forest health management activities; expand protection for Colorado's watersheds, local communities and vital infrastructure; and provide grants for market-based solutions to reduce the overall threat posed by wildfire.



State Representative Christine Scanlan and State Senator Dan Gibbs announce an upcoming Congressional hearing to examine the bark beetle infestation in Colorado and other western states. Both Colorado lawmakers are expected to travel to Washington to testify in front of Congress.

The pair of lawmakers also announced that amid calls from state and local officials for heightened federal attention to the growing epidemic, a Congressional hearing addressing the bark beetle infestation had been scheduled for later in the month.

"At this point, we have a pretty good idea of what it will take to mitigate the threat effectively," said Rep. Scanlan. "We've done a good job mapping the problem, and we'll keep working locally to address the epidemic with our limited resources, through unique collaborations between state and local government, emergency personnel, and private industry. But we need Congress to act. And that's what we're asking them to do."

Both lawmakers are expected to travel to Washington to testify in front of Congress about Colorado's experience, and to make a request for expanded federal support. The hearing, titled "The Mountain Pine Beetle: Strategies for Protecting the West," will be held June 16 by the National Parks, Forests, and Public Lands subcommittee, in conjunction with the Power and Water subcommittee.

In addition to the state legislators, members of Congress, people from Colorado's local business community and various administration officials will testify.

"I am proud of the significant work we did this session to protect Colorado from the devastating effects of forest fire" said Sen. Gibbs. "This bill in particular reflects the work accomplished with legislators from both side of the aisle to make sure we are prepared when the next wildfire hits. Now is the time to continue fighting for federal support for Colorado's wildfire projects."

Ritter Inks 3 Bills for Firefighters

By Katharhynn Heidelberg, Montrose Daily Press
June 3, 2009

Montrose — Under a banner of applause from scores of wildfire academy attendees Wednesday, Gov. Bill Ritter inked three pieces of firefighter legislation into law.

"It's greatly beneficial to the firefighters of Colorado," Shawna Legarza said of Senate Bill 13 — now the Marc Mullenix Memorial Volunteer Firefighter Protection Act. "It sets the stage for legislation in other states. It's going to be awesome for Colorado firefighters."

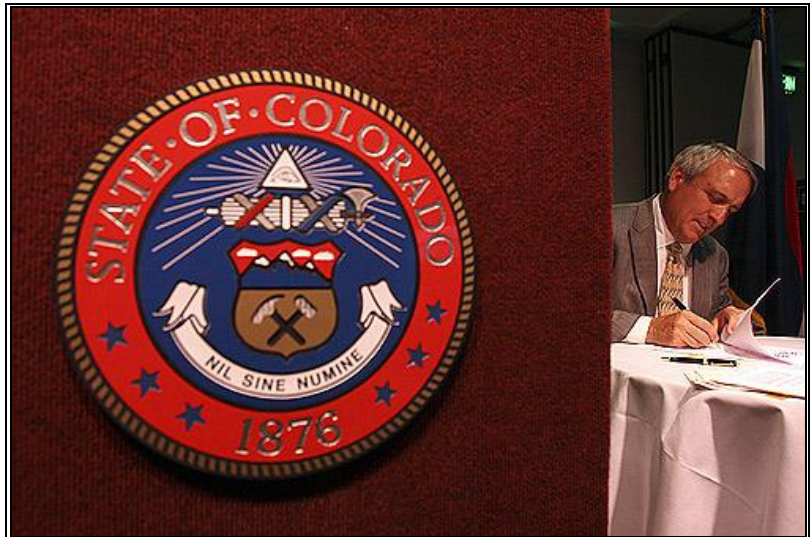
Legarza is Mullenix's widow and a firefighter. She received the pen Ritter used to sign the bill. The new law which provides immunity from civil and criminal liability for fire departments and those people or entities that donate fire equipment to a fire department. The exemption does not apply to gross negligence or reckless acts that result in injuries.

The act was sponsored by Sen. Dan Gibbs, D-Silverthorne, a firefighter himself, who was in attendance for the signing ceremony. Co-sponsor was Rep. Claire Levy, D-Boulder.

Ritter said that firefighters face life-or-death situations that require split-second decisions.

They shouldn't also have to worry about getting sued or prosecuted on top of everything else, he said, but be "focused on fighting the fire."

Ritter also signed Senate Bill 21 into law Wednesday. The law provides incentives for volunteer firefighters by developing a system for tuition vouchers for community and technical colleges.



Colorado Gov. Bill Ritter signs three pieces of firefighter legislation into law Wednesday evening at the Montrose Pavilion. (William Woody/Montrose Daily Press)

"We really are concerned about attracting the next generation of volunteers," Rep. Christine Scanlan, D-Dillon, said. Scanlan sponsored the bill along with Gibb, Levy and Sen. Mike Kopp, R – Littleton. "This is a tremendous step forward."

House Bill 1041 also became law. Under it, fire district boards have authority to charge fees for services including extrication, rescue and safety services provided as part of ambulance-related EMS.

"House Bill 1041 came from you," said Rep. Cheri Gerou, R-Evergreen, who sponsored the bill with Gibbs. "We're trying to help you help us."

Gerou told the Daily Press the law applies to all fire districts and is specifically intended for volunteer firefighter boards, to help offset the costs associated with extrication and traffic control on ambulance calls. Boards will be able to set fee schedules for extrication and traffic control, just as they can currently charge for ambulance and EMS.

Gerou said many fire departments respond more often to emergencies than to fires and keeping that segment of their services financially healthy is important.

Montrose Fire Protection District's firefighters are not volunteers. But district Chief Bob Pistor said the law will benefit smaller departments and gives the MFPD something to consider.

"It's good to know we can do this," he said. However, the district is only taking a look at the possibility of implementing charges for extrication. The district already charges for transportation by ambulance — and it charges regardless whether the patient lives in the fire district, meaning taxpayers within the district aren't footing the bill. It does not charge for extrication alone.

"Colorado, and indeed, the nation is indebted to you," Ritter told the assembled firefighters, just before signing the bills. "We really appreciate that you have that dedication."

Ritter's signing ceremony was one of the Colorado Wildfire and Incident Management Academy's highlights. The academy began in Montrose Monday and continues with additional training activity for its 294 students from around the U.S. and the Republic of Cyprus today.

Spurned Unions Lash Ritter

By Jason Kosena, The Colorado Statesman
June 16, 2009

If Gov. Bill Ritter is a friend to labor, some are wondering, what does an enemy look like?

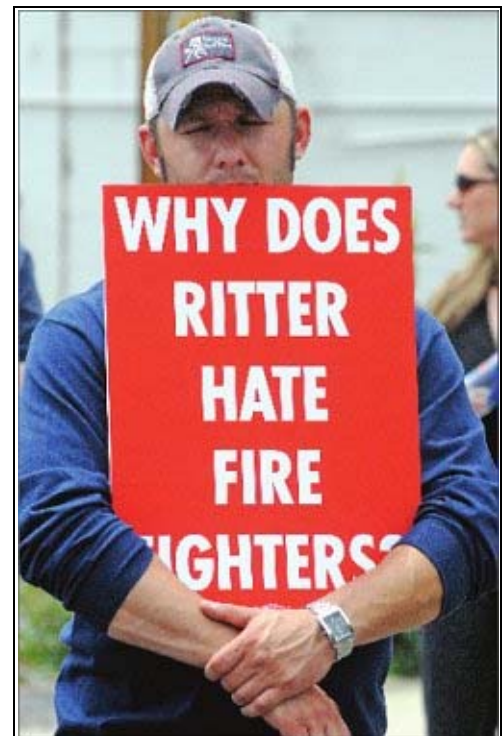
After wielding his veto pen twice in three weeks to strike down two bills promoted by organized labor, Ritter finds himself taking jabs from self-proclaimed "friends" as he attempts to mitigate damages and mend important Democratic fences.

It hasn't been easy. And, as Ritter is no doubt learning, it would seem that serving as the state's governor while maintaining support from allied interest groups is never easy.

"There are going to be situations where people are just elated about the work that we do, and there is going to be disappointment," Ritter said after learning of the excoriation his vetoes had drawn from Colorado labor leaders. "You can't do this job without sometimes disappointing people who you care a great deal about and who you respect for the work they do.

"That is just leadership."

The labor-backed bills Ritter vetoed this year were House Bill 1170, which stopped a legislative action to give unemployment benefits to employees locked out during labor disputes, and Senate Bill 180, which would have given firefighters the right to unionize without the approval of local government. SB 180 also would have established procedures allowing firefighters to unionize in municipalities where residents have voted against collective bargaining for city employees.



A firefighter who attended a pro-union rally last week at the headquarters of the Colorado AFL-CIO holds an anti-Ritter sign as he listens. Photo by Jason Kosena/The Colorado Statesman

Ritter hasn't ducked his critics.

In a letter to lawmakers signed last month, Ritter said HB 1170 would have offered an unfair advantage to grocery workers who are currently involved in contract negotiations at Safeway, Albertsons and King Soopers. And, during a press conference last week, Ritter defended his veto of SB 180, saying firefighters in Colorado already have the ability to collectively bargain through voter approval in local communities and noted that the bill would have overturned the will of voters who defeated collective bargaining measures.

But those explanations didn't satisfy those in labor, including Randy Atkinson, president of the AFL-CIO's Colorado Professional Firefighters.



Randy Atkinson, president of the Colorado Professional Firefighters Local 858 speaks during the pro-union rally last week. Behind him are Sen. Lois Tochtrop, D-Thornton, and Mike Cerbo, the executive director of the Colorado AFL-CIO. Photo by Jason Kosena/The Colorado Statesman

"We have been let down by someone who we thought was our supporter," said Atkinson at a press conference, as he was surrounded by firefighters holding signs that read, "Why does Ritter hate firefighters?"

"Back in 2006, when Governor Ritter was running for governor, we decided to support him," Atkinson continued. "We knocked on doors for him. We drove our fire trucks around for him. We supported him in large part because we thought that he supported statewide collective bargaining for firefighters. With this veto, he broke that promise."

'Support would be difficult'

When asked specifically if the firefighters would support Ritter's 2010 re-election campaign, Atkinson all but promised that the answer would be "no."

"I think firefighters would find it difficult to support any candidate that doesn't believe in the firefighters core issues and who doesn't believe in collective bargaining," Atkinson said. "I think we have plenty of friends out there who support our issues and who we will be supporting. We support our friends."

When Ritter was informed of Atkinson's comments, he dismissed the notion that organized labor's support was failing and asserted that he continues to back issues important to unions — his two vetoes this year aside.

Listing a myriad of labor-friendly bills he has signed into law, Ritter touted measures aimed at helping those dealing with the threat of foreclosure and rising health care costs as examples of his friendliness towards working families. He then took direct aim at the firefighters' claims that his allegiance to them has failed since he took office in 2007.

"The thing the (firefighters) told me (in 2006) that was their number one issue that they cared about was the incidence of cancer among firefighters," Ritter said. "And, in 2007, a bill came to my desk that changed the presumptive eligibility for workmen's compensation for firefighters that had cancer. I signed that bill."

Then, perhaps in an effort to begin mending his fences, Ritter reiterated his belief that true leadership requires tough choices.

"And, what I said yesterday is that leadership sometimes means saying 'no' to a friend. But in my way of thinking, the firefighters have been a friend of me and of my administration and (despite) this veto ... I look forward to an ongoing relationship with them," Ritter said. "And, at the end of the day, I have great respect for firefighters and the work they do and the public service they perform. And nothing about the Senate Bill 180 veto says anything different."

But Mike Cerbo, the executive director of the Colorado AFL-CIO, disagreed with Ritter's assertion that turning down friends equates to good leadership. Cerbo, a former Statehouse lawmaker, said Ritter had done a poor job of promoting labor bills this session.

"The governor said that leadership means that sometimes you have to say 'no' to your friends. That is a basic difference that we have with the executive branch," Cerbo said.

"That is not leadership. Leadership is bringing the right people together and making an honest attempt to work through concerns," he continued. "There was never a willingness on the part of the executive branch to engage in any meaningful discussion to address this issue, and that is where the disappointment comes in the veto of this bill."



Firefighters stand tall at a pro-union rally last week. Photo by Jason Kosena/The Colorado Statesman

Ritter's vetoes haven't burned bridges with everyone though. The business community expressed gratitude to the governor this week for what it said was smart governing to block bad policy.

"We were very delighted about both vetoes," said Kate Horle, the communications director for the Denver Metro Chamber of Commerce. "House Bill 1170 was a very poorly constructed policy and was written for one particular interest group. The truth is, Colorado's unemployment fund is at risk of being depleted by next year and is there for people who pay into that fund, and unions don't pay into that fund. It's for people who are unemployed by no fault of their own."

Horle said the Chamber agreed completely with Ritter's reasoning to veto SB 180, adding that voters who have turned down collective bargaining for firefighters shouldn't be overruled by the Legislature.

Communication breakdown

Lawmaking is about communication and compromise. In the wake of last week's veto, however, questions arose about who knew that Ritter planned to veto SB 180 and when they knew it. Although most Statehouse regulars say Ritter telegraphed his punches before vetoing HB 1170, which would have benefited the grocery workers, some say his veto of SB 180 came as a surprise.

The bill's Senate sponsor, Sen. Lois Tochtrop, D-Thronton, said she received no indication from Ritter's office while the legislation was being moved that it would be vetoed. The House sponsor, Rep. Ed Casso, D-Commerce City, said the same.

"When I introduced the bill, I never heard from the governor's office up or down on it," Tochtrop said.

However, Tochtrop said, when Ritter vetoed HB 1170 late last month, she began to worry that her bill was in danger.

"When Representative Casso and I met with Governor Ritter a couple of weeks ago, when he vetoed 1170, I asked him what he was going to do with 180, and he said he had not made a decision," Tochtrop said.

"He said that he was talking to the (Colorado Municipal League) about it."

Union leaders also said they didn't learn of Ritter's veto plans until the last minute.

"No one from the governor's office told me that the governor was going to veto this bill," Atkinson said, adding that Ritter's office canceled two meetings where a discussion of concerns about the bill was on the agenda.

Instead, Ritter told labor leaders before the session to talk with the Colorado Municipal League about the bill and to work through any problems their organization had with the legislation. Those discussions never happened, Atkinson said.

"We feel the governor failed to show leadership on this issue," he said last week after the veto. "He could have brought the (two) sides together and discussed the issues of the bill, but he didn't."

Others say that account is lopsided. Ritter said he communicated his concerns over the bill from the onset and was surprised to learn that his veto came as a shock to anyone.

"I was clear with Randy Atkinson that (he needed) to talk with (CML) and discuss this with them," Ritter said. "There was a clear consensus that we were going to veto this bill if they couldn't get that worked out."

Going even further, Ritter said his office made it clear during discussions with House leadership that he was planning to veto the legislation if the differences couldn't be worked out.

"If you ask the speaker of the House, if you ask Terrance Carroll, what he believed about 180 when it got to my desk, he would say that it was clear that it was going to be vetoed," Ritter said.

However, when contacted by *The Colorado Statesman* this week to confirm Ritter's assertion, Carroll's office refused to comment and would not say if Carroll knew the veto was coming.

Horle, of the Chamber, said she wasn't as surprised by Ritter's veto of SB 180 as she was with the shock shown by some Democrats and union leaders when it occurred. Although the Chamber learned of the official veto through a press release issued by Ritter's office, she said she was aware of discussions that were occurring long before.

"I know that the governor had conveyed to labor and to Representative Casso that he was considering a veto on that bill," Horle said. "It's hard for me to believe that Representative Casso was surprised about that veto, because I know that the governor's office expressed its concerns about that legislation to him early on."



Rep. Ed Casso, D-Commerce City, holds back tears as he expresses his frustration over Gov. Bill Ritter's veto of Senate Bill 180. Photo by Jason Kosena/The Colorado Statesman

No surprises here

Not everyone believes Ritter's vetoes of the labor bills should have been a surprise.

One of Ritter's first official actions was vetoing a labor bill that would have benefited state employees, and that was fast-tracked through the Legislature in the winter of 2007. At the time, Ritter said his office was not consulted about the bill, and many political experts saw the move as a sign that the newly elected governor was letting it be known that he would not blindly sign anything the Democrat-led Legislature passed his way.

"I think this latest veto confirms what Ritter has said from the outset," said Colorado State University political science professor John Straayer. "And that is that he is a moderate and drives by his own compass."

Nevertheless, Straayer, who has followed the Legislature for more than 40 years and has published two books on the inner workings of the Statehouse, said Ritter's vetoes will have repercussions.

"It does give labor another reason to be upset with not getting what it believes it should get from a Democratic hat trick," Straayer said. "But, Ritter is a guy who walked away from a career — at least temporarily— to go and do human improvement work in Africa. So no one should be surprised if his personal and moral compass trumps conventional political wisdom."

Gov. Ritter Statement on Senate Bill 180 Veto

June 4, 2009 – Gov. Bill Ritter today vetoed Senate Bill 09-180, "Concerning collective bargaining by employees of public safety agencies."

"I join all Coloradans who honor and value the dangerous work of firefighters in our communities," Gov. Ritter said at a Capitol news conference this afternoon. "Firefighters have stood with me, and I have stood with them, including yesterday in Montrose when I signed three bills to help volunteer and wildland firefighters; last year when I fought hard to defeat the right-to-work and other harmful ballot initiatives; and in 2007 when I signed legislation, over the strong objection of local government and others, expanding eligibility for workers' compensation coverage for firefighters suffering from cancer."

"As the son of a union member, and a former union member myself in earlier years, I have long believed that collective bargaining can create a positive working relationship for public sector employees and local governments," Gov. Ritter said, citing three main reasons for the veto:

- Local firefighters already may obtain collective bargaining rights through voter approval in their local communities. Denver, Aurora, Thornton, Pueblo, Greeley, Longmont and Englewood have collective bargaining with firefighters.
- SB 180 would have overturned the will of the voters in communities that have opted against collective bargaining.
- Issues of firefighter safety raised by SB 180 are better addressed on a statewide basis rather than in just the few communities that would have been impacted by the legislation. Therefore, Gov. Ritter has directed the Department of Public Safety to work with the Colorado Professional Firefighters, the Colorado State Fire Chief's Association, the Colorado Municipal League, the Special District Association, Colorado Counties, Inc., and other stakeholders to develop a statewide fire department safety certification program and introduce, if necessary, implementing legislation for the 2010 legislative session.

The Governor was joined at this afternoon's news conference by Greenwood Village Mayor Nancy Sharpe, the chair of the Metro Mayors Caucus; Littleton Mayor Doug Clark; Westminster Mayor Nancy McNally; and Mountain View Fire District Deputy Chief Steve Pischke, all of whom were among the many stakeholders who asked Gov. Ritter to veto this bill.

"The system is not broken," Greenwood Mayor Sharpe said, "and local governments remain committed to the safety of their public safety employees."

"The state should not be telling local voters or local elected representatives what to do when it comes to personnel matters like this," Mayor Clark said.

Deputy Chief Pischke applauded Gov. Ritter for directing the Department of Public Safety to immediately address the issue of firefighter safety.

"SB 180 was overly broad-stroked," Pischke said. "It created difficult problems and did not allow local communities to address local issues."

For the complete text of Gov. Ritter's veto message, go to:
http://www.colofirechiefs.org/09Legislature/SB180_Veto_Message.pdf.

Everyone Goes Home® Program Asks for Your Help in a Brief U.S. Fire Prevention Survey

EMMITSBURG, Md. - With assistance from the U.S. Department of Homeland Security, the Institution of Fire Engineers US Branch has established a steering committee comprised of noted fire service and related agency leaders to guide a national strategic planning process for the fire loss prevention that results in a national plan that will coordinate activities and fire prevention efforts. This steering committee is called Vision 20/20. The website is www.strategicfire.org.

This project involves a large number of participants representing all areas of fire prevention as well as other advocates and stakeholders to the plan and its recommended outcomes.

This project is committed to action, with a few strategic recommendations being converted to a national plan that stakeholders will be asked to support with documentation of specific actions and benchmarks instead of a long list of recommended practices that everyone agrees are important (but then never get completed).

This project will not create recommendations in a vacuum. Other existing efforts that have identified significant progress toward achieving prevention goals will be taken into account to avoid competing efforts.

A long term monitoring mechanism will provide regular reports on the progress of the strategic initiatives that arise out of Vision 20/20.

Previous national plans for fire protection have had a great deal in common. President Truman's 1947 Report on Fire Prevention, to the landmark report America Burning, first completed in 1973, and subsequent national reports from Wingspread, Solutions 2000 and others, a common theme for increasing efforts in fire prevention are always emphasized as a key component to the fire safety problem in the United States.

A subgroup (Task Force)--of the Vision 20/20 committee mentioned above--has been established and one of its goals is to raise or embed the importance of fire prevention/risk management within the fire service. As a beginning stepping stone, you are being asked to be part of this important process. Included herein is a link to a survey which will help define where we currently stand with regard to national fire prevention efforts, and specifically within firefighter recruit training programs. Thus, this survey, which should consume a minimal amount of time to complete, is vital to beginning a new phase of learning for the US fire service. It is imperative that we get as much input from all corners of the Nation as possible, so please participate or pass the survey on to an authority responsible for recruit training. The deadline to complete the survey is July 10, 2009.

The survey link is: http://www.surveymonkey.com/s.aspx?sm=8TEJkzZU3OnJai1HoPbWLA_3d_3d

Should you have questions regarding this survey, please contact the following: Bill Kehoe, KehoeFD@aol.com Vision 20/20 and survey direction or Steve Nash, bc129@sbcglobal.net regarding survey content/clarification.

Thank you in advance for your assistance.

For your participation, a copy of the results will be made available for you.

Firefighter Injured as Truck Rolls Down Embankment

The Associated Press
June 10, 2009

EVERGREEN, Colo.—An Evergreen firefighter has been released from a hospital after the fire truck he was driving rolled down an embankment and smashed a classic car parked in a driveway.

The firefighter suffered a bruised shoulder when the accident occurred Tuesday. His name wasn't released.

The firefighter had moved the truck over to the far right side of the road to let an oncoming vehicle pass, but Sgt. Sean Wheeler says the dirt shoulder gave way and the truck toppled downhill.

It stopped after crushing a 1969 Firebird that its owner had been restoring for 30 years.

Car owner Bill Vickery says it's not clear if the car can be repaired. The roof was flattened, its body damaged and glass shattered.

The fire truck may be out of service for four months.



An Evergreen Fire/Rescue fire engine sits on top of a vintage 1969 Pontiac Firebird after the fire engine rolled off a steep road on Floyd Hill near Evergreen and pancaked the automobile 25 feet below. (Canyon Courier | Vicky Gits)

Fire Department Responds To Discrimination Lawsuit

Lauri Martin, KKTV.com
June 5, 2009

A once high-ranking firefighter is still on the job even after claims that she was discriminated against because she is a woman. Now, the Pamela Butler is suing the city of Colorado Springs and Fire Chief, Steve Cox, and the CSFD is responding to the claims.

Butler claims she has been discriminated against over her 21 years with the fire department.

She was the first black woman to achieve the rank of Battalion Chief for the Colorado Springs Fire Department. She claims she was demoted after she complained about sexual comments made in the workplace.

She spells it all out in a nine-page lawsuit.

Butler says male employees would repeatedly tell her that she was "PMS-ing".

She also says that during meetings with the male battalion chiefs, they would talk about their sex lives and "about forcing their wives to have sex, even on occasions when their wives refused."

All of this, according to the suit, created a hostile work environment.

Butler claims she met with other female firefighters, who say they felt there were gender-related issues in the fire department, even unequal opportunities. She says a few months after that, she was demoted.

Friday, the Colorado Springs Fire Department responded to the allegations and released the following statement:

In response to recent allegations of discrimination, Colorado Springs Fire Chief Steve Cox has released the following statement, "The City of Colorado Springs has zero tolerance as it relates to discrimination and harassment. Our fire department serves the community without regards to race, age, gender, socio economic status, and faith. That policy carries over and resonates throughout the entire department in every facet of our job. I am confident that each employee understands and adheres to our policy with a thorough and complete understanding of the resources available to them if they personally experience any violation.

CSFD thoroughly investigates and addresses all claims of discrimination and harassment. Processes are in place to protect employees from all forms of discrimination."

Butler is suing for lost wages, re-instatement to the position of battalion chief and damages for emotional distress.

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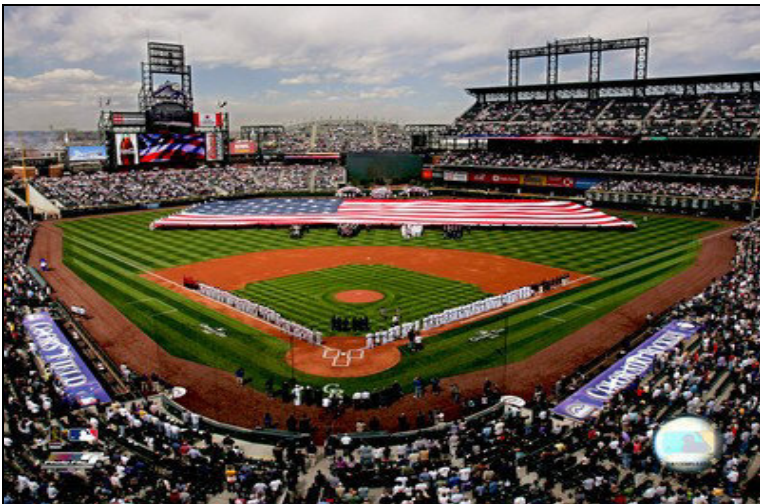
Colorado Fire Chaplains Association

Jim Barrington, Chaplain
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10056 County Road 76 ½
Windsor, CO 80550-2700
970-420-9132

Colorado Fire Mechanics Association

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Note: The Email Address for all CSFCA Board Members is their first initial of their first name, followed by their last name
@colofirechiefs.org; for example: criley@colofirechiefs.org.



2ND ANNUAL FIREFIGHTER APPRECIATION NIGHT AT COORS FIELD

When: Saturday, September 5th, 2009 @ 6:10 vs. Arizona Diamondbacks

Cost: \$20 for Upper Reserved Infield Sections 321-340
\$38 for Outfield Box Sections 116-117 and 144-145

Why: \$9 of the \$20 ticket and \$20 of the \$38 ticket will be going towards the Colorado Fallen Firefighters Foundation

How: Groups less than 24: Online (click on the link below or call for instructions)

[*Click Here to Purchase Tickets*](#)

Groups of 25 or More: Call me directly at 303.312.2227

**For more information, contact:
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