



Firefighters Employment, Standards, and Training Council Meeting  
November 17, 2022  
Ocala, FL

**ROLL CALL:**

**PRESENT:**

<b>NAME</b>	<b>REPRESENTING</b>	<b>TERM ENDING</b>
Carlos Aviles St. Augustine Fire	FL Fire Chiefs' Association	June 30, 2026 (2nd term)
Mike Bellamy Tallahassee Fire	State Fire Marshal	June 30, 2026 (2nd term)
Brad Bischoff Bradenton Fire Department	FL Professional FF Assoc.	Jan. 31, 2023 (1 <sup>st</sup> term)
Aaron Colburn Reedy Creek Emergency Svs.	FL Professional FF Assoc.	Jan. 31, 2023 (1 <sup>st</sup> term)
Kasie Crowe Division of Forestry	Florida Fire Service	Jan. 31, 2023 (2 <sup>nd</sup> term)
Thomas DiBernardo Florida Department of Health	Bureau of EMS	Jan. 31, 2023 (1 <sup>st</sup> term)
Darrel Donatto Town of Palm Beach	Florida League of Cities	Jan. 31, 2023 (1 <sup>st</sup> term)
Ralph Franklin Okeechobee County Fire	FL Association of Counties	June 30, 2026 (2nd term)
Shawn Hanson Greater Naples Fire Rescue	Florida Fire Marshals Association	Oct. 31, 2026 (2nd term)
Dr. David Lee Sylvester Comprehensive	State Fire Marshal	June 30, 2026 (2nd term)
Jim Millican Lealman Fire District	Florida Association Sp. Districts	Oct. 31, 2026 (2 <sup>nd</sup> term)
Terry Parris Panama City Beach	State Fire Marshal	Jan. 1, 2023 (1 <sup>st</sup> term)
Kevin Reed Hillsborough C.C	State Fire Marshal	Oct. 31, 2026 (2nd term)
Randy Touchton	State Fire Marshal	June 30, 2026 (2nd term)
Michael Woodward City of Oviedo Fire Dept.	FL Fire Chiefs' Association	June 30, 2026 (1 <sup>st</sup> term)

**ABSENT:**

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The Firefighters Employment, Standards and Training Council meeting was called to order.

**On a motion duly made**, the minutes from the Firefighters Employment, Standards and Training Council held on July 18, 2022, were approved.

**Motion carried.**

**REPORT FROM DIVISION:** *given by JoAnne Rice, Director*

- New State Fire Marshal website is up and running – would love some feedback
- Continuing work with Sylvester University, Comprehensive Cancer Center on the 30 In 30 Out podcast
  - Last episode – Firefighting now classified as a class one carcinogen occupation – final report has not yet come out
  - Next episode will be on sleep deprivation
- Challenging Council members to bring back ideas/information from their areas/constituent groups back to discuss at the meetings

**On a motion duly made**, an additional updated letter of support will be sent by the Council (before the new budget cycle and after the feasibility study is completed) supporting the replacement of FCDICE

**Motion carried**

**REPORT FROM THE BUREAU:** *given by Mark Harper Bureau Chief*

- Volunteer Firefighter Assistance Grant – 3.3 million dollars in equipment has been requested this year from volunteer and combination departments
- \$932,570 has been awarded to 25 departments
- Grow As You Go
  - Participation continues to grow
    - 2021 – 76 participants
    - 2022 – 98 participants
    - 2023 – 45 participants YTD
- Working with Volunteer Officers Sub-section group - Volunteer Week has been scheduled for April 2023
- Standards Section
  - Maintaining a 93-94% pass rate this year (Minimum Standards Program)
  - Overall pass rate for all certifications is 93%
  - Firefighter II certifications held – increase from last year of about 500, we now have 45, 954
    - 1,762 YTD Firefighter II certifications issued (24 exams scheduled in the month of December)
  - Firefighter I – maintained 3,501 this year
  - Certifications (all) YTD, 7,073
  - Recruitment/Retention Workshops
    - Two have been held, most recent in October, over 50 participants. Update to be given at Fire Rescue East

- Safety Section
  - Decontamination Grants
    - Contracts issued – 51
    - Contracts routed – 39
    - Contracts executed – 13
    - Contract Reimbursements – 1
- Training Section
  - FCDICE requests YTD
    - Class offerings – 5,012
    - Course approvals – 482
    - Instructor approvals – 8,505
    - Provided approvals – 316
- Campus Activity
  - Completed the second annual North Central Florida Firefighter Conference
  - Water filtration system complete
  - Working with DMS/contractors replacing underground chiller pipe, 2<sup>nd</sup> phase of paving, and other projects
  - Trees removed around Firefighter Memorial to help with building/sidewalk intrusion
  - Completed CFO Audit and Compliance
  - Working with KPMG on FCDICE replacement feasibility study (final report due in February)
- Rule Development
  - Live Fire Instructor rule being routed for approval through legal
  - Recordkeeping Responsibilities of Firefighter Employers – hearing conducted Nov. 17, 2022
  - Firefighter Assistance Grant – workshop Nov. 21, 2022
  - Working with the Bureau of Fire Prevention on Prescribed Certification Training course for Portable Extinguishers Licenses and Permits
- Adding mental health component for fire officer curriculum
  - Working through a draft curriculum

Discussion was held on firefighter retention issues

- Service demand
- Growth in Florida
- Certifications issued are back up to pre-pandemic levels
- Predict growth needs
- Inflation/affordable housing
- Moral/culture
- Mandatory overtime

Chief Aviles – Surveyed with a focus on firefighters with under 5 years of service and asked;

- What brought you to the fire service
- How were you recruited
- What would work in retaining you
- Why do you think people are leaving

A draft white paper of findings was presented at the Executive Conference in Naples this past summer and are hoping to present again in January at Fire Rescue East with the updated findings.

Further discussion was held.

### **OLD BUSINESS:**

- Update on Equivalency/DOD certifications issued and employment rates
  - 2020 – 2022
    - Total tested - 116
    - Total certified - 86
    - Total employed – 37

### **NEW BUSINESS:**

EMS Update from Tom DiBernardo

- License Agencies – 303
  - ALS – 258
  - BLS – 8
  - AIR – 37
- EMT's – 44,025
- Paramedic's – 36,592
- Public Safety Telecommunicators – 8,041
  - Training includes fire, law and NIMS
- 67 Training Centers
  - 97% pass rate (may be after multiple attempts)  
Follow federal framework for curriculum  
Looking at different state's curriculum (one with top pass rates)
  - Applied for and received Workforce Grant
  - Up to 20 - 25 high school EMT programs, good pass rate
  - Having similar issues with recruitment and retention

Chairman Aviles reminded members who are up for renewal to keep an eye out for their renewal information which will be sent via email.

### **AUDIENCE:**

**Jon Pasqualone, FFMIA** asked for an update on Fire Inspector rule regarding the required portfolio.

Chief Harper agreed to meet with FFMIA and other to discuss.

Chief Harper asked that if his quarterly report with Fire College data is useful. Council agreed that it is. Asked for possible visual representation of data for trends, etc.

Further discussion was held on firefighter recruitment and retention.

**NEXT MEETING: Fire Rescue East, Daytona Beach**  
**January 19, 2023, ten minutes after adjournment of FFIRS**

**ADJOURN.**

*Audio file available upon request*