



Albany County Sheriff's Office Critical Incident Emergency Management Unit

August, 2023

Critical Incident/Emergency Management Unit

This is the monthly newsletter for the Albany County Sheriff's Office Critical Incident Emergency Management Unit. **If you have events that you would like posted in this newsletter please email them to the Fire Coordinator's office.**



Extrication at Firefighter 2 Bootcamp

In this issue

Tom Wutz
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Firefighter 1 graduation
Recruitment
Haz-Mat Corner
Training

Office of Emergency
Management

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It is with tremendous sadness that we pass along the news that retired Office of Fire Prevention and Control Chief Thomas J. Wutz, Sr. passed away peacefully, July 15, 2023, with his family and close friends by his side.

Chief Wutz served the New York State Fire Service for over thirty years as Chief of the Fire Services Bureau and later as a State Fire Instructor.

Chief Wutz retired as Chief of the Fire Services Bureau on September 14, 2011 and joined the Office of Fire Prevention and Control on June 5, 1980. Chief Wutz also served as a State Fire Instructor from September 15, 2011 to present.

Chief Wutz prior to working OFPC, had worked with the NYANG 109th and took pride in having served as the last Fire Chief in Antarctica for the military and helping the NSF with the transition of the Antarctic Fire Department to a contract fire service.



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Firefighter 2 Boot Camp Westmere



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Firefighter 2 Propane fires



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Firefighter1 Boot Camp Graduation in Guilderland

On Monday August 7th the Firefighter 1 graduation was attended by over 100 family members and 28 new Firefighters including Joe Peregrim a third generation firefighter from Maplewood Fire Department.





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Recruitment and Retention

The Albany County Recruitment car at an American Cancer Society fundraising car wash at Shaker Road-Loudonville F.D. If you want the car displayed at your event please contact Bob Stevens at 518-857-2259 or robert.stevens@albanycountyny.gov to make arrangements.



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8 EFFECTIVE WAYS TO RECRUIT THE NEXT GENERATION OF FIRST RESPONDERS

Published by: James Careless and Mazzy Beasley, 08/01/2023 12:24 pm

The quest to recruit new talent as first responders is never-ending. These days, those new officers are coming from [Generation Z](#), the group of people born between 1996 and 2010.

To attract Gen Z talent to a police, fire or EMS department in a very competitive labor market, recruiters must effectively reach these prospects on their own turf, and woo them with benefits and working conditions that matter to them. Here are some solid ideas for making that happen.

SOCIAL MEDIA IS KEY

Forget "Help Wanted" ads in newspapers: To reach prospective Gen Z recruits, you need to reach them online via the social media sites they use most.

According to the recruiting firm [Manatal](#), Instagram, TikTok, YouTube, and Twitter are the top four social sites favored by Gen Z. So be sure to open departmental accounts on all of these sites and post job openings there – after running your content past your own Gen Z'ers to ensure that your message is right.

TEXTING BUILDS TRUST

Forget the phone and email: Texting messages to Gen Z prospects is a low-key, trust-building way to communicate with them. To cite a study by the business messaging solutions company [LivePerson.com](#), "Gen Z and Millennials communicate with others more digitally than in person (65%). This percentage is even higher in English-speaking countries, with the US (73.7%) and UK (74.4%) relying more heavily on digital channels for communication."

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That's not all: "When asked if they could only keep either the phone app or messaging/SMS app on their smartphone, a majority of respondents (69.4%) would choose the messaging app," said LivePerson.com. This percentage is also higher for those in the US (73.4%) and UK (73%).

OFFER SCHOLARSHIPS, GRANTS, AND RECRUITMENT BONUSES

Gen Zs are under a lot of financial pressure due to rising education and living expenses. Ease their pain – while pointing them to first responder careers – by offering them scholarships in first responder fields of study to cover part of their tuition, and grants to help with their living costs once in school.

As they approach graduation, attract Gen Zs to your department by offering recruitment bonuses. Once hired, direct them to professional discounts and other benefits aimed at first responders, to keep them financially engaged during their careers.

To read more tips on recruiting the next generation of first responders, visit [link to article on TheFireStore, OfficerStore and TheEMSStore sites.]

WORK/LIFE BALANCE IS NO JOKE

Maybe it is because they watched their Generation X parents work 80-hour weeks at the cost of their home lives and marriages, but whatever the case, Gen Zs want jobs that provide existing, rewarding work while on the clock, and enough time and freedom to enjoy their personal lives when off it. They don't want to live to work. They want to work to live.

Keeping Gen Z happy means offering them flexible working hours, the right to have a say in management, and a mentally healthy environment that doesn't stress them out. Yet "Gen Zs are naturally competitive and thrive in spaces that allow healthy rivalry," said [Indeed.com](https://www.indeed.com). This means that they want opportunities to advance their careers (with the active support of senior staff), along with good benefits, access to continuing education.

HAVE CUTTING-EDGE TECH ON THE JOB

Gen Zs want work places with modern, up-to-date technology, because they grew up with smartphones and the internet. This means offering them cutting-edge tech on the job, such as [thermal imaging technology](#) that can detect victims and suspects inside buildings using their heat signatures, and wireless broadband applications that connect [CAD functions to officers' smartphones](#). (Some departments are even adopting [electric patrol cars](#).)



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CREATE A LEVEL PLAYING FIELD

Gen Zers have derided the practice of nepotism in Hollywood – favoritism shown on the basis of family relationships – but a survey by the recruiting platform [Applied](#) found while 75% said nepotism is “unfair,” they would still use it to advance their careers. 68% of respondents already in the workforce have gotten a job or job offer through nepotism.

This does not need be an ethical dilemma for GenZers given the paradox of needing job experience to get their first job experience. Careers in public safety are often family traditions and sometimes the best candidates come from within an agency’s sphere of relationships. The challenge for public safety agencies – or any ethical company seeking to hire Gen Z – is to, “create a level playing field for all candidates and guard against the potential for nepotism to have a bigger bearing on who gets what job than demonstrable skills.”

VOTING WITH THEIR FEET

What happens when Gen Zs don’t get what they want on the job? Answer: They walk to another employer who better meets their needs.

“Research has found that 53% of Gen Z have changed companies in the last two years, suggesting that, amongst other factors, employers are failing to meet the demands of the younger workforce,” said the professional services company [FDM.com](#). Given the ongoing shortage of entry-level labor – a trend that will only worsen as the Boomers retire and Gen X officers move up the ranks – departments who want to keep their Gen Z recruits must get serious about keeping them happy.

OPEN UP JOB REQUIREMENTS

Speaking of a tightening labor market, public safety agencies who are serious about attracting new talent need to open up their job requirements. This means lowering the requirement for years of previous work experience, in addition to reaching out to groups historically underrepresented in public safety agencies. It can also mean accommodating Gen Z’s love of wearing tattoos, while staying within departmental rules, by providing cover-up clothing such as [Tatjackets](#).

“[For] Those starting out in their careers, it can be intimidating when employers require a minimum of three years experience for entry-level roles,” [FDM.com](#) said. “Prioritizing experience over skills can lead to employers alienating potential high-quality Gen Z candidates since they cannot ‘tick every box’.”



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THE BOTTOM LINE: THINK DIFFERENTLY

Recruiting and retaining Gen Zs is a new and different challenge for public safety agencies. Doing this successfully literally requires these recruiters to “think differently,” adapting their hiring, workplace management and human resources practices to align with Gen Z’s needs – because the reverse is not going to happen.

Hazmat Standby

Do I really need the hazmat team? Have you asked yourself this question? If you get “one of those calls” don’t be afraid to put the hazmat team on standby. When you do this, the county dispatch center will notify the county fire coordinator and the hazmat coordinator. This will give us a heads up. Based on the information we have, we may also

Hazmat Corner



alert some of the units that make up the hazmat team. This will help them be prepared in the event that a response is needed. You can also request that someone from the hazmat team contact you by telephone or radio. This way you can discuss what you have. As you know, there are different levels of response. We can send a deputy fire coordinator to the scene, one hazmat unit or the entire hazmat team depending on the situation. If you have a serious incident you can request an immediate response from the full hazmat team. Remember, we’re here to support you. We will NOT take over your incident. We will provide someone to be in charge of hazmat operations who will report to the incident commander (or unified command).

Lithium Ion Battery Update

Albany FD had a fire involving many lithium ion batteries. Members of the hazmat team separated the batteries from the various e-bikes and e-scooters and secured them in drums with appropriate packing material. NYS DEC had a contractor pick up the drums from the scene. Albany FD fire investigators remained on scene until the batteries were picked up.

If you have a fire involving lithium ion batteries, we can send a limited hazmat response to overpack the batteries for safe removal. A memo with the procedures for this is available and was previously sent to all county fire chiefs. Please don’t hesitate to use this service as it helps us gather more information on these types of fires. NYS OFPC is also trying to gather as much information as possible on these fires.

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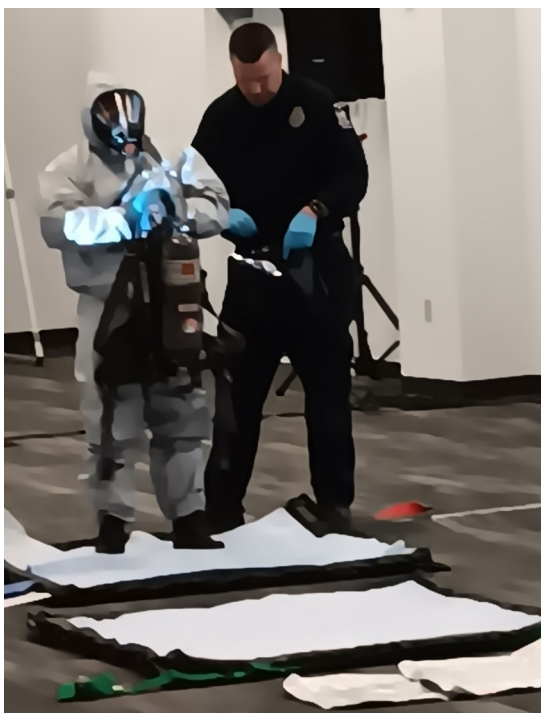
Hazmat Corner continued

Train Derailments and Upcoming Training

As you know, recently there was a train derailment in Montgomery County near the border with Schenectady County. Fortunately, there were no major hazmat issues. The tank cars involved were empty but did contain some residue.

To address the issue of trains, we have been making plans since late 2022 to have CSX bring their training train to Albany. It will be at the Port of Albany from 9/11/2023 through 9/20/2023. There will be daytime and evening training sessions 7 days a week. If you have railroad tracks in your response area, you should consider sending some of your personnel to the training. Details can be found on the internet at <https://www.transcaer.com/training/training-events/ny/csx-emergency-response-railroad-incidents-responder-incident-training>

CSX was last here several years ago. This is an opportunity that doesn't come up very often, so please take advantage of it.



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OLD FORGE FIREFIGHTERS DRILL SCHOOL

SAVE THE DATE:
SEPTEMBER 14TH - 17TH, 2023
OUR **56TH** YEAR OF TEACHING!



PLEASE JOIN US FOR THE OLD FORGE FIREFIGHTERS DRILL SCHOOL ON SEPTEMBER 14-17 IN OLD FORGE, N.Y.

This event will enable you to experience a unique opportunity to train and network with fellow firefighters from around New York. There are a variety of topics, and the instructors are top notch. Tom Merrill, who serves with the Snyder Fire Department, is the keynote speaker and will speak on "Professionalism, Passion, and Pride in our Volunteer Fire Service."

Attend, gain knowledge, and share with your department.

Please click on the brochure link below to learn more and register

<https://fasny.com/wp-content/uploads/2023/07/Old-Forge-Final-Print-Ready-Pamphlet.pdf>

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**Homeland Security
and Emergency Services**

**Fire Prevention
and Control**

Fire and Emergency Services Leadership and Management Conference

SAVE THE DATE

November 3-5, 2023

At the New York State Academy of Fire Science



- **Scope:** Leadership and management. Focused on 'upper level' content such as HR, grant writing, administration, ethics, leadership, program management, health and wellness, etc. Will not contain strategy and tactics related content.
- **Target Audience:** Chief level officers, administrators, staff officers, commissioners, lieutenants, captains etc.
- **Format:** Multitude of 2 – 4 hour breakout sessions where attendees can go to whatever they like. No need to sign up for any specific breakout session ahead of time, just register for the conference itself.

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For more information, email FireOfficer@dhses.ny.gov



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NYS AFC 2023 SEMINAR SERIES

NYS AFC's annual Seminar Series provides educational opportunities for fire service personnel of all ranks at sites across New York state. three-hour seminars are conducted by some of the nation's leading fire service instructors at the local level on a variety of timely topics.

[Online Registration](#)

[https://www.nysfirechiefs.com/files/Events Training/2023%20NYSAFC%20Seminar%20Series.pdf](https://www.nysfirechiefs.com/files/Events%20Training/2023%20NYSAFC%20Seminar%20Series.pdf)

NYS AFC 2023 Seminar Series "Truck Skills Beyond the Textbooks" **With Lieutenant Mike Campo, Fire Department City of New York (FDNY)** **Three-Hour Seminar**

Early in our firefighting orientation, we're taught basic skills and tactics from textbooks. In addition, we'll drill and be tested on many of these skills at fire academy buildings to attain our firefighting certifications. It's a good process, but our learning shouldn't stop there because we haven't been exposed to many of the situations we'll encounter at fires and emergencies. Plus, the buildings in the academy aren't conducive to allowing us to operate with tools to open the walls and ceilings, pull suspended ceilings, remove baseboard and window trim, or even cut open tongue and groove sheathed roofs. This interactive lecture strives to go beyond textbook learning and bring alive street skills, tips, and tactics of truck work in: portable ladders, overhaul, forcible entry, roof ventilation, tool use, and more.

Registration Fee:

\$35 per person – NYSAFC Individual and Department Members

\$50 per person – Non-Members

Pre-registration is encouraged. On-site registration will be accepted if space permits.

2023 Dates and Locations:

Registration area opens 30 minutes prior to starting time. Three-hour program.

October 23 – 7:00 p.m. – Albany County

Village of Ravena Fire Department • 116 Main Street • Ravena, NY 12143

October 24 – 7:00 p.m. – Saratoga County

Clifton Park Fire Department • 38 Old Route 146 • Clifton Park, NY 12065

Albany County Training

ALBANY COUNTY FIRE TRAINING SCHEDULE #8 2023 is posted on our website

<https://www.albanycounty.com/home/showpublisheddocument/43009/638240739787630000>

There is now a link on our website with instructions on how to get an LMS sign on ID . We recommend that all new members should register as soon as they join so they have access to training opportunities.

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ALBANY COUNTY FIRE TRAINING SCHEDULE #8 2023

Pre-Registration Required: Students may register by clicking on the Learning Management System link on the NYS OPFC Home Page ([NYS Division of Homeland Security & Emergency Services - OPFC](#))

Registration opens 45 days before the first class

COURSE	LOCATION	DATE	INSTRUCTOR	PREREQUISITES
<p>Please Note that a <u>training authorization letter</u> is now required for all courses offered by the New York State Office of Fire Prevention and Control</p>				
NFA: Incident Safety Officer IN PROGRESS	Colonie MTB	May 29, June 5, 12, 19, 26, July 10 1830-2130	Clawson	None
Firefighter I Boot Camp Combined Basic Exterior Firefighting Operations & SCBA Interior Firefighting Operations- Firefighter I – Blended Learning (Internet Based Course) NOTE: Sign up on LMS waiting list. Class shows as full. Waiting list firefighters will be assigned to a different course running on the same schedule.		May 30th Orientation 1830hrs. Westmere FD Note: Chief Officer from student's department must attend orientation. Instructors: Kerr/Gill IN PROGRESS	Completion of Approved CPR Course, physically capable of wearing an SCBA and Training Authorization Letter. Student must have access to a computer with high-speed internet. ICS100, ICS700, Home Skills – Due Date will be announced at orientation First Aid /CPR- Due Date will be announced at orientation <u>\$40 enrollment fee</u> required at orientation for blended learning program	

Class Schedule Dates: May 30 (1830-2130), June 20 (1830-2130), 26, 27, July 1, 3 (1830-2130), 5, 7, 8, 10, 11, 19 0800-1700				
Firefighter II Boot Camp IN PROGRESS	Guilderland Tower	June 13, July 24, 25, 26, 27, 29, August 7, 8, 9, 10, 12 Weeknights 1830 Saturday 0800	DeGroff	Firefighter I or Equivalent
Firefighter II NEW TO SCHEDULE	Delmar FD	August 16, September 4, 11, 23, 27, October 4, 9, 11, 16, 23, November 8 Weeknights 1830-2130 Saturday 0800-1400	Molesky	Firefighter I or Equivalent
Basic Exterior Firefighting Operations NEW TO SCHEDULE	Colonie MTB	August 21-Orientation September 6, 11, 13, 18, 20, 23, 25, 27, October 2, 4, 9, 11, 16, 18, 21, 23, 25, 30, November 6, 8, 13, 15 Weeknights: 1830-2130 Saturday: 0800-1400	Juliano	None
Hazardous Materials First Responder Operations	Fort Hunter	August 22, 29, September 5, 9 Weeknights 1830-2230, Saturday 0900-1300	Flensted	None
Basic Exterior Firefighting Operations NEW TO SCHEDULE	Ravena	August 31 Orientation September 7, 18, 21, 28, October 5, 12, 16, 19, 26, 30, November 2, 6, 9, 13, 16, 20, 27, 30, December 4, 7, 11, 14, 18, 21 1830-2130	Messinger	None

Apparatus Operator- Pump	Westerlo	September 7, 12, 14, 19, 23, 26 Weeknight 1830 Saturday 0800-1400	DeGroff	Scene Support Operations/Basic Exterior Firefighter Operations or Equivalent
Fire Police	Fort Hunter	September 12, 19, 26, October 3, 10, 17, 24	Collins	None
Water Supply Operations NEW TO SCHEDULE	Slingerlands	September 18, 20, 25, October 2, 7, 9, 14 Weeknights 1830-2130 Saturdays 0900-1500	Flensted	Scene Support Operations/Basic Exterior Firefighter Operations or Equivalent
Rescue Technician Basic	Berne	October 11, 16, 18, 23, 25, 28 Weeknights 1830-2130 Saturday 0800-1700	DeGroff	None
Truck Company Operations NEW TO SCHEDULE	Standford Heights	August 17, 22, 24, 29, September 5, 9 Weeknights 1830-2130 Saturday 0800-1700	Molesky	Firefighter I or Equivalent
Principals of Instruction NEW TO SCHEDULE	Colonie Village	November 7, 14, 21, 28, December 5 1830-2130	Clawson	None
Tactical Fire Ground Simulations NEW TO SCHEDULE	Fort Hunter	November 30: 1830-2130 December 2 0900-1700	Flensted	ICS 200
Tactical Fire Ground Simulations	Westerlo	December 14: 1830-2130 December 16 0900-1700	Flensted	ICS 200

**Unless changed by instructor or noted above:
All evening classes will be held from 19:00-22:00 hours.**

**All Saturday and Sunday classes will be held from 09:00-12:00
hours and 13:00-16:00 hours**



Fire Coordinator Gerald Paris

