

THE INSTRUCTOR'S DISPATCH



Commission on Fire Prevention and Control
Connecticut Fire Academy



Recruit Firefighter Class # 37

On December 18, 2006, the Connecticut Fire Academy will graduate it's thirty-seventh Recruit Class.

The class consisted of 22 career firefighters representing eleven Connecticut fire departments.

The Connecticut Firefighters Pipe and Drum Band, accompanied by the Connecticut Statewide Firefighters Honor Guard ushered the Recruits to the Air Museum.

Fire Chief William Johnson, West Haven F.D. delivered the keynote remarks to the class, while Recruit Shane Malone, South District F.D. acted as the class spokesman.

Members of Recruit Class # 37

Bristol F.D.

Charles Judd

Danbury F.D.

Justin Bierbower

Fairfield F.D.

Timothy Firla

Greenwich F.D.

Russell Paltauf

Mansfield F.D.

Shane Schaffer

Middletown F.D.

Steven Beeler

Milford F.D.

Michael Geanacopoulos

Adam Hansen

Ryan LaGuardia

Ryan Wengenroth

South District F.D.

Michael Furtak

Peter Lowe, Jr.

Shane Malone

Owen Moss

Michael Sperl

UConn F.D.

Eric Colantonio

Robert LaPerriere, Jr.



Recruit Firefighter Class # 37

West Haven F.D.

Michael Farrelly

Westport F.D.

Turker Aksoy

Kevin Dumas

David Janofsky

Michael Scalzo

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December, 2006

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Andrew J. Flanagan Memorial Scholarship for Active Firefighters

Each year, The Andrew J. Flanagan Scholarship Fund awards several Scholarships to those active firefighters enrolled either full or part time in college level Fire Science, Fire Technology or Fire Administration type majors. Further information may also be found on the CT Fire Academy Website: www.ct.gov/cfpc.

The qualifications for the Scholarships are explained in detail in the application.

If you have further questions, you may contact the following:

Peter Beckwith, Secretary
Flanagan Scholarship Fund
860-646-4242

This Scholarship program was established in 1974 by the Connecticut State Firefighters Association, the Connecticut Fire Chiefs Association, the Connecticut Fire Marshals Association, and the Connecticut Fire Department Instructors Association to honor the memory of Andrew J. Flanagan.

Andy Flanagan was for many years the Training Officer for the New Haven Fire Department, as well as the Treasurer of the Connecticut State Fireman's Association. Following his retirement from the department as a Battalion Chief, he was appointed the first full-time Director of Fire Training for the state of Connecticut.

He held this position until his death in 1972.

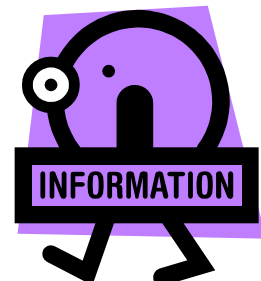
Andy was a strong proponent of continuing education for firefighters and was instrumental in establishing the Connecticut Technical College Fire Technology Associate Degree program. These Scholarship awards are granted in an effort to carry on with his vision.

(See application on page 3)

Enfield/Hazardville Fire Department Seeking Information

The Enfield and Hazardville Fire Department are looking for information and materials that would assist them in the development of a Training program for firefighters wanting to become officers.

Please contact either Capt. Donald Ellis of the Enfield Fire Department at 741-3114 or email him at: dellis@enfieldfire.org or Capt. John Alexander of the Hazardville Fire Department at 749-8344 or email him at: juvfire@hotmail.com.



APPLICATION FOR ANDREW J. FLANAGAN MEMORIAL FUND
ASSOCIATION SCHOLARSHIP

2006-2007 Academic Year College Level Program

Name: _____

Date: _____

Home Address:

_____ Phone: _____

Fire Dept _____ E-Mail: _____

Years in Fire Service: Career _____ Volunteer _____ Junior/Cadet _____ Total Years _____

(Print) I, _____ Chief of the _____ Volunteer Fire Department attest that the above named individual has been an active member of this dept. for at least 2 years, including a Junior/Cadet program.

Signed: _____, Chief

On a separate piece of paper, list your educational background, beginning with High School and including any resident National Fire Academy courses, CT Fire Academy courses, or other courses taken. Please include dates and provider of courses.

Please attach an **Official Transcript** showing course or courses that you have taken and the grades received."

2006 Assistance to Firefighters Grant Program

The U.S. Department of Homeland Security (DHS) announced today over \$43.3 million in direct assistance grants to 360 fire departments and first responder organizations through the department's Fiscal Year (FY) 2006 Assistance to Firefighters Grant (AFG) program. Additional phases will soon be announced that will total \$485 million in FY06 AFG awards to nearly 5,000 fire-related organizations nationwide.

To view the latest round of AFG award announcements, please visit:
<http://www.firegrantsupport.com/awards>

Congratulations to the Connecticut Fire Departments that benefited from the latest awards:

Ashford V.F.D.
Ashford CT

Operations and Safety
 \$71,820.00

Personal Protective Equipment
 (\$75,600)

Enfield Fire District No. 1
 Operations and Safety
 \$315,108 Training

Middlebury V.F.D.
Middlebury CT

Operations and Safety
 \$297,457 Equipment

New Hartford V.F.D.
New Hartford, CT
 Operations and Safety
 \$129,760 Equipment

Niantic Fire Department
Niantic CT

Operations and Safety
 \$70,300.00 Modify Facility
 (\$74,000)

Poquetanuck V.F.D.
Preston, CT

Operations and Safety
 \$34,390.00
 Equipment (\$15,400)

Personal Protective Equipment
 (\$75,600)

Wolcott V.F.D.
Wolcott CT

Operations and Safety
 \$128,250.00 Modify Facility
 (\$135,000)

Online Survey

A short online survey is being conducted of Connecticut Fire Departments to define what levels of training they are seeking for the use of Firehouse Software. Please go to:

www.orangefiremarshal.com and click on the "Firehouse Software User Survey" link and choose any of the four training options your department is seeking.

We are hoping to have the results completed before the end-of- the-year, and postings for training classes should be out in early January. Visit us at:

www.orangefiremarshal.com

Timothy P. Smith

Fire Marshal

Town of Orange, Connecticut



Health and Fitness

It is that special time of year again. No, not Christmas, although some can argue that it is *the most* special time. What I am talking about is the special time of year that evolves from Thanksgiving, to Christmas, to New Year's Eve, and all the way to a reflection on our excesses that for many of us result in resolutions time. That's the time of year. It is a good time, in large part because resolutions have hope as their foundation, and hope is a powerful motivator for change. Now I am no fan of picking a day of the week, or time of year for resolutions, because I believe that we all have the power to choose to resolve that "*today at 4 p.m. I will begin to exercise*". That, in my mind, can be resolution enough, however, the reality is that this time of year has power beyond the discipline it takes to decide any matter to be taken up this afternoon. It may well come from how we have always known it to be, as a New Year thing, to start fresh, or as an excuse toward excess because of a natural inclination toward that time when the holiday is over, or whatever, where we can promise to make up for it.

Well, in an attempt to revisit motivation – what I have previously described as one of the most important elements in maintaining your health and fitness – I will share with you another way to view motivation that comes from an organizational development perspective, and one that may prove to be helpful in your march toward resolutions time.

In simple terms, organizational development means exactly what it sounds like: the development of organizations, or people, organized in some fashion, developing for their improvement. The Connecticut Fire Academy is a work in progress along these lines, like many organizations, and uses many tools toward those ends. One of the tools that I use as an adjunct staff is called the "Change Model". It comes from David Gleicher, and was used by Beckhard and Harris in their work "Managing Complex Change" (1987). It is also known as the "Change Formula", or the "Change Equation", and looks like this: **D X V X F > R**

That is, that Dissatisfaction X Vision X First Steps > The Resistance to change.



In that formula, you can find various interpretations on each of the components. One that I particularly like is written as "the combination of the *desire for change*, the *vision of the change*, and the *knowledge of the change process* is greater than the *value of leaving things as they are*". In terms we

have talked about in the past, and where you can use the formula for any health and fitness resolutions, the *desire to change* can come from an anecdotal assessment of where we are, combined with an inspiration or motivation to change. The *vision of the change* can be related to the specifics of goal setting that grows out of where we want to be. The *knowledge of the change process* is a little more complicated, as change always is, but can be framed from what we know might be our hurdles or challenges to progress – in other words, what has stopped us from progress any other time, etc. If these three factors are greater than the *value of leaving things as they are*, then it is resolutions time.

Cont'd on page 6

Health and Fitness (Cont'd)

In closing, this is a fantastic time of year, full of the best of our first-world country. Make it the best that you can, and make your first resolution to do better this time, following whatever change model works for you to “reach a firm decision” to become a healthier you.

I wish you a “Merry Christmas”, “Happy Holidays”, and the most success you can imagine with your resolutions afterward.

res•ol•u•tion 

1 : the act or process of [resolving](#) : as **a** : the act of analyzing a complex notion into simpler ones **b** : the act of answering : [SOLVING](#)

c : the act of determining

From “**resolving**”

2 : to reach a firm decision about
<resolve to get more sleep>

Promotion

Marc Scrivener has been appointed to head the Training Division in the Willimantic Fire Department. There is no rank associated with this promotion.

The Staff at the Connecticut Fire Academy are very proud of Marc Scrivener. We wish him a great career!

“It is only possible to live happily ever after on a day to day basis”.

-Margaret Bonnano

Employment Opportunity-Wilton, Fire Dept Deputy Fire Chief

The Wilton Fire Commission seeks to hire a Deputy Fire Chief. This New England community of 17,965 covers a 26 square mile area and is predominantly a bedroom community of NYC & neighboring mid-size cities. It includes approximately 6,113 residences and 290 businesses, with a selectmen/town meeting form of government.

The Wilton Fire Department operates under the direction of a three-person Fire Commission and the Board of Selectmen. The Deputy Chief reports to the Fire Chief and directly supervises operational shift Captains and all other Fire Department ranks and employees in the absence of the Fire Chief.

Compensation based on experience and includes full fringe benefits. Starting salary range is \$75,000-90,000. EOE. Please send resume with cover letter by January 10, 2007 to:

Sarah L. Taffel,
Director, Human Resources, Labor Relations, and Administrative Services Town of Wilton
238 Danbury Road, Wilton, CT
06897.

2006 SERC Conference

The State Emergency Response Commission Annual Conference was held on December 7, 2006 at the Legislative Office Building, in Hartford on Thursday, December 7, 2006. This year was the 20-year anniversary of Emergency Planning and Community Right-to-Know-Act.

A total of 148 students attended the Conference. The Commission on Fire Prevention and Control has been responsible for coordination of this Conference over the past decade.

Speakers included:

Gina McCarthy, Commissioner Connecticut Dept. of Environmental Protection; James M. Thomas, Commissioner Dept. of Emergency Management & Homeland Security

Keynote Speaker: Robert W. Varney, Regional Administrator U.S. Environmental Protection Agency; Frederick J. Cowie, Ph.D. Consultant; Captain Peter J. Boynton, U.S. Coast Guard; Detective Nick Sabetta, Dept. of Public Safety-CT State Police; Charles Rogoff, Administrator HMEP Grant program U.S. Dept of Transportation; Ralph Miller, Dept of Public Safety Office of State Fire Marshal; Carole Cameron, Acting Deputy Director FEMA; Deborah Brown, Environmental Protection Agency-Region 1; Dwight Peavey, Ph.D., Senior Scientist, U.S. Environmental Protection Agency.



“Be careful of any fire that will let you screw with it for three hours...it may be waiting until you’re in exactly the right position to zap you (there are no pip-squeak fires).

By Alan V. Brunacini

The 2007 Connecticut Fire Academy Training Calendar

The 2007 Connecticut Fire Academy Training Calendar has been released to the public and is available for download at the Commission on Fire Prevention and Control Website at: www.ct.gov/cfpc.

(Click on 2007 CFA Calendar under Latest News or click on Training Education upper left hand side which will open the Training and Education page and click on the 2007 Training Calendar in the center of the page).

The contract printer mailed hard copies to fire stations on December 5, 2006.



Coast Guard Offers HazMat CD for First Responders

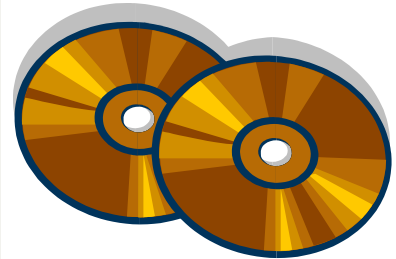
The Coast Guard is offering a free CD with comprehensive chemical information to fire and safety service personnel responding to hazardous materials incidents.

Users can search a database by a substance's color, odor, and physical appearance and use the data to plan for a safe and effective response.

Chemicals are rated according to health risk, flammability, and reactivity, among other factors, using data from several sources.

Note: The discs are available free of charge to the public; there will be a standard distribution to Coast Guard units.

For further information, contact Alan Schneider by email at alan.l.schneider@uscg.mil



“There is no money in poetry, but then there is no poetry in money, either”.

-Robert Graves (1895-1985)

The Art of Reading Smoke

The Sixth installment of the Art of Reading Smoke Seminar Series for 2006 was held Friday December 1, 2006 at the Air Museum.

The presenter was Dave Dodson, Response Solutions, LLC former Battalion Chief and Safety Officer.

Dave has over 25-years in the firefighting business and is the author of the book, “Fire Department Incident Safety Officer,” (Delmar, 1999).

He has served as an Incident Safety Officer for over 10-years and is a past President of the Fire Department Safety Officer’s Association. His “*Art of Reading Smoke*” class is a “*standing room only*” presentation at FDIC.

Dave is the recipient of the 1977 ISFSI George D, Post Instructor of the Year.

A total of 159 students attended the Seminar.



Save the date for the 2007 Seminar Series: **Implementing Effective On-Scene Rehabilitation**: Friday February 9, 2007; Dr. Denise L. Smith Skidmore College Saratoga, NY and Craig A, Haigh, Chief Hanover Park, IL Fire Department.

Information Sought-Marketing System for Vacant and Abandoned Structures

As part of a committee involving the City Building Official office, Planning and Zoning, and the Fire Departments, we are seeking information on cities, towns, and Fire Departments that are currently using a marking system to identify vacant and abandon structures.

In particular any SOP/SOG's associated with the system.

Information can be e-mailed to gbloomquist@westshorefd.com, mailed or faxed. Thank you in advance and have a safe Holiday!

Gary Bloomquist
Administrative Captain
West Shore Fire District
860 Ocean Avenue
West Haven, CT 06516
(203) 933-8420
(203) 934-1222 fax

Recognizing Members of our Staff

Jeffrey J. Morrissette, State Fire Administrator

A note was received from a student participating in a recent delivery of a Fire Service Instructor Training program.

His comments were "Ronald Joanis continues to show enthusiasm and he is a top notch instructor who really cares to have his students succeed."



Human Behavior in Fire

Fire Departments are asked to participate in this study:

Each year an estimated 401,000 fires occur in the United States. Over 14,000 injuries and 2,600 deaths occur during these fires. Studies to date have focused on risk behaviors associated with deaths in residential fires.

The goal of this study is to find out how people can survive without injuries in a house fire.

We will interview both injured and non-injured fire victims to answer this question. The results will help educate people about safe behaviors during a fire. This will support the job of fire departments in protecting their communities.

For additional information on what your department can do to help prevent-fire related injuries and deaths in your community please visit:

<http://www.firestudy.net/default.aspx>

Fire Prevention and Safety Grant Application Period

Please beware that the application period for the FY 2006 Fire Prevention and Safety Grant program is about to open. The application period is scheduled to begin at 8:00 am EST on December 4, 2006 and continue until 5:00 pm EST January 12, 2007. You are encouraged to submit an application.

The information needed to develop your application, including the all important Program Guidance and FAQ's are located at <http://www.firegrantsupport.com>. The HELPDESK toll free # is (866) 274-0960.

It is important to note that this year fire departments will be required to match federal funds at the same rate as they would under the Assistance to Firefighters Grant (AFG) program. If a non profit submits an application and you partner with them and work implementing the project, there will be no match requirements.

While most will receive this email, I do not have the email addresses of all fire departments and not for profit organizations.

Please make sure that you communicate this information to all agencies that may be interested.

Robert J. Waters
Fire Service Program Specialist
USDHS Office of Grants & Training
99 High Street 6th Floor
Boston, MA 02110
Phone Voice: (617) 956-7551
Fax: (617) 956-7538

Instructor Recognition

As a Program Manager, I review the comments that students write on the Program Evaluation forms. I look at the positives and negative feedback to make improvements where needed.

In the Fire Command Officer Development program two evaluations caught my eye.

Corey Shaker from Woodbury who writes "The overall program I used it right away on an actual Structure Fire "

Park Russell from Woodbury wrote "Instructor had a wealth of knowledge on the subject.

Excellent job Bob Massicotte keep up the good work!

Bill Auclair
Program Manager

"I know the answer! The answer lies within the heart of all mankind! The answer is twelve? I think I'm in the wrong building
-Charles Schulz (1922-2000)

TRADE REGION 1

ANNOUNCEMENT

WITH

REGISTRATION ATTACHED

National Fire Academy & TRADE Region I sponsored course
Command and General Staff Functions
in the Incident Command System (N317)

PRE-REGISTRATION REQUIRED

Sunday, March 25-30, 2007

Worcester, MA.

CONTACT: Ed Marks

PHONE: (207) 741-5557

E-MAIL: emarks@smccme.edu

Objective: This 6-day course is activity intensive and designed to better prepare emergency response personnel to manage large, complex incidents effectively by using the functional components of the ICS. The focus of the course is to enhance the skills necessary to operate as a team in various Command and General Staff positions and to promote a better understanding of team operations through application during various simulations. (Meets requirements for NIMS ICS 300 & 400.)

Description: Covers: Command Staff Functions in the IMT; General Staff Functions in the IMT Logistics, Ops, etc., and Planning Process; Unified Command, Major Incident Management; Simulations of IMT On-Scene Operations.

Class Size: Min: 18; Max: 40

Length: 6 days

Student Selection: All fire service personnel. Final selection is made by NETC admissions.

Lodging: Attendees must make their own reservations.
Arrangements made at a special rate of \$87.00 plus tax (12.5%) = \$97.88 per night.
Hilton Gardens Inn Worcester
35 Major Taylor Blvd., Worcester, MA (508)-753-5700

Cost: FREE
* TRADE Region I will assist all students who require lodging by providing a \$100 stipend.
* The NFA provides a stipend reimbursement of \$100. Students accepted will be responsible for providing their own transportation and evening meals.

REGISTRATION DEADLINE: February 23, 2006

Please Post



REGISTRATION FORM
Please Print Clearly and with Blue Ink



Name: _____ Last 4 digits of Soc. Sec. # _____
(Used for identification number)

Home Address: _____

City: _____ County: _____ State: _____ Zip: _____

Phone (hm) _____ (wk) _____ (mobile) _____

Emergency Contact Name: _____ Phone: _____

E-mail: _____ Date Entered Fire Service: _____

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in the Incident Command System (N317)
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Worcester, MA.

CONTACT: Ed Marks, TRADE Region 1 Co-Chair

PHONE: (207) 741-5557

E-MAIL: emarks@smccme.edu

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 Hilton Gardens Inn Worcester, 35 Major Taylor Blvd., Worcester, MA (508) 753-5700

Cost: FREE * TRADE Region I will assist all students who require lodging by providing a \$100 stipend. * The NFA provides a stipend reimbursement of \$100. Students accepted will be responsible for providing their own transportation and evening meals.

Application procedures: Please mail your registration form to our South Portland office.

Fire Chief signature required for application

Fire Chief Signature: _____
(Authorizing Attendance)

PLEASE MAIL THIS FORM TO : **MFT&E / SMCC**
Ed Marks
SMCC, 2 Fort Road
South Portland, Maine 04106

Office of the Director of Training

Good news! The former Sharp video projector boat anchors have been replaced by Optima video projectors. These are current technology, much lighter, brighter and compact. We were able to purchase six (6) of these replacement projectors for field use.

Recruit Class #38 commences March 3rd and graduates May 16th, 2007. The Co -Coordinators for the class will be Bill DeFord and Brain Hurst. Each was selected for their enthusiasm and previous efforts within the program. Most importantly, they come highly recommended by their peers. Please afford them every consideration while the team of Tenney and Leca take a break.

Instructor Development session for all Connecticut Fire Academy adjuncts:

The dates of our meeting and workshops are Monday February 26th, 2007 or Sunday March 25th, 2007. Attendance to at least one of the sessions is mandatory and remunerated. Any personal conflicts with *both* these dates must be reported to the Director of Training 860-627-6363 Ext. 272. Please hold one of these dates open. More information will follow in the coming days.

Kitchen chatter or “Passing gas,” as one fire chief described it (contributing to rumors) makes

you personally liable for comments that might be considered derogatory to character. The organization and the instructor indemnification statute will not protect you from personal slander charges (from passing on a rumor – true or not). A general rule of thumb to use is: Can you afford a \$100,000.00 judgment to say what you are about to say about someone?

The Connecticut Fire Academy has designated spokespersons and individuals responsible to disseminate student information and/or discipline. It is not up to the individual instructor to make statements about student performance or behavior to anyone other than their immediate supervisor. And then, discussions about people shall be done in a private environment.

The Director and Deputy Director of training are responsible for official fire department communications. Anything else is a rumor. Again, it is in your *own* best interest not to contribute to rumors. As the State Fire Administrator has cautioned me, we (the Commission on Fire Prevention and Control/Connecticut Fire Academy) do not want to become known as the hub of rumors.

To that end, there has been discussion of late about some new policies, and approaches to the way we assign individuals work.

First, our new policy on outside employment does not affect employees in place prior to January 1, 2006. To assist my staff fill job assignments we have enacted the following:

1. Develop tracking software to glean statistics on our part-time workforce. Use the revelations to identify habitual offenders of “tap outs” and/or assignment hopping and take action accordingly.
2. Met with the Director of Certification and a representative of Human Resources to arrive at a plan to separate the part-time workforce to eliminate “cherry picking”. All future hires will work for either the Training Division or the Certification Division but not both. Anyone wishing to can make a regular application to switch to the other Division. Certification has separate Examiner and Proctor positions. Enacting a separation of the part-time workforce will take some time to implement. This will be an initiative undertaken by the Director of Certification new hire.

Office of the Director of Training (Cont'd)

3. Developed policy to put new hires "on notice" that we need to be their priority. We need instructors that are going to consider teaching for the Connecticut Fire Academy as the privilege and honor that it is.
4. Increased the annual minimum hours for maintaining part-time employment status from 50 hours to 80 hours/fiscal year. I understand that there is significant concern among our new hires for meeting this requirement. I posit that this requirement is less than one day a month for nine months. Remember that you receive one hour preparation time for each full day assignment.

This revised requirement is far from onerous in asking for only nine days a year! Further, if someone has a personal or family situation that affects their ability to meet this requirement; circumstances can be communicated with the Director of Training and allowances can be accommodated.

All these changes are invoked to guarantee sufficient employees are available to fulfill customer requests. These changes were not entered into lightly without debate. But they were entered into with the input of our staff, the Ethics Commission and the Department of Administrative Services Human Resources.

I will really appreciate the opportunity to discuss these changes with any concerned individual. It is far superior to gossip of "hidden intent" or questionable motives. We should all be here for the same purpose, putting forth a quality education for the Connecticut Fire Service. When personalities, egos and discussions develop conflict instead of superior program deliveries, it is time to talk. Oh, and permit me to repeat, the separation of the workforce and the outside employment policy do not affect part-time Adjuncts employed prior to January 1, 2006.

Meanwhile, my best wishes for an enjoyable holiday filled with precious family members, trusted and valued friends, great food and enough fun activities to fill a 1 gig memory card. You deserve it.

Adam Piskura

Director of Training

Commission on Fire Prevention and Control

34 Perimeter Road
Windsor Locks, CT 06096-1069
Office: (860)627-6363
Fax: (860)654-1889
In-state-toll-free 1-877-5CT-FIRE



We're on the
Website at:
www.ct.gov/cfpc

