

# The Instructor's Dispatch



Commission on Fire Prevention & Control

## Recruit Firefighter Graduation Class # 40



### Inside this issue:

Recruit Firefighter Graduation Class # 40	2
The Michael C. Reilly Memorial Hard Charger Award	2
Eliminating Silly Rules in a Value Driven Organization	2
The Hidden Curriculum	3
Commission Receives Donation to Support Training	3
Fire Publisher's Seminar/Trade Show	4-5
Office of the Director of Training	6-7



On December 20, 2007, the Connecticut Fire Academy graduated it's 40th Recruit Class, at the Theater of the Performing Arts in Hartford.

The class consisted of 46 career firefighters representing 12 Connecticut fire departments. The Connecticut Firefighter Pipe and Drum Band accompanied by the Connecticut Statewide Firefighters Honor Guard. Fire Chief Christopher Ackley, Westport Fire Department delivered the keynote

remarks to the class, while Edward W. Whitebread of the Milford Fire Department acted as the class spokesman.

### Members of Class # 40

#### Danbury F.D.

Philip R. Espitee, Jr.  
Kevin F. Lunnie  
Kenneth T. Monteavaro  
Denis J. Rickard  
Gabriel E. Rivera

#### East Hartford F.D.

Christopher Fraser  
Alexander Hilliard  
Dominic Pascucci  
Bradford A. Sawicki

#### Hamden F.D.

Christopher Bodie  
Jason A. Davis  
Michael O. DeLine, Jr.

#### Milford F.D.

Anthony N. Vitale  
Edward W. Whitbread

#### New Britain F.D.

Keith W. Bonney  
Shane P. Burns  
Joshua Carrier  
Jason F. Ferellec  
Mark G. Finan  
Benjamin G. Gadomski  
Kevin G. Gadomski  
Donald E. Gray

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**"The more You  
Sweat In Peace,  
The Less You  
Bleed In War"**

**Admiral Hyman  
Rickover**

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## Recruit Firefighter Graduation Class # 40 December 20, 2007

*Continued from page 1*

Scott R. Johnson  
Matthew S. Kelly  
Kevin R. Matteson  
Mark A. Mazza  
Nicholas J. Papa  
Pete P. Pyzik  
Jose C. Silva  
Phillip P. Tougas  
**North Haven F.D.**  
Scott M. Garbati

**Stratford Fire Dept.**

Ian C. Babington  
Stuart A. Wierzbicki  
**Torrington F.D.**  
Jeremy A. Minard  
**West Haven F.D.**  
Gregory M. Giaquinto  
**Westport F.D.**  
Brien J. Cartagena  
John R. Kelly  
Sean R. Kelly

Nicholas L. Marsan

**West Shore F.D.**

Daniel J. Johnson  
Stephen Neugebauer  
Michael K. Vitale  
**Willimantic F.D.**  
Christopher J. Fusco  
Daniel S. Garrett  
Kevin P. Martin  
Stephen M. Postemsky



*Kevin R. Matteson  
New Britain Fire Dept.*

## The Michael C. Reilly Memorial Hard Charger Award

In honor of Michael C. Reilly fellow members of his Connecticut Fire Academy Recruit Firefighter Class, along with members of the Stratford Fire Department, wanted to establish an Award to recognize future Recruit Firefighters that exhibited the same outstanding

traits as their friend and classmate. The effort was spearheaded by Stratford Firefighter Mike Tiberio and on December 18, 2006, the first Michael C. Reilly Memorial Hard Charge Award was presented to a member of Recruit Firefighter Class # 37.

The Recipient of the fourth Michael C. Reilly Memorial Hard Charger Award was presented to Kevin Matteson, New Britain Fire Department member of Recruit Firefighter Class # 40 on December 20, 2007.

## Eliminating Silly Rules in a Value Driven Organization

The final installment of the 2007 Seminar Series was held on Friday, December 7, 2007 at the Connecticut Fire Academy. The presenter was Chief Mark Wallace of the McKinney Texas Fire Department and he spoke on Eliminating Silly Rules in a Value Driven Organization.

Chief Wallace spent the morning portion of the presentation defining the pattern of

just what was a silly rule and what is a necessary department rule. Students were divided into breakout session teams to choose specific silly rules to present to the remainder of the group. The afternoon was spent defining different types of directives and determining how essential each is. Group breakout sessions were again used to determine core values shared by the group.

Core values developed by a department are then used to develop guidelines used in conjunction with essential rules to develop department policies.

Chief Wallace is author of "Fire Department Strategic Planning: Creating Future Excellence", second edition. He frequently assists organizations initiate effective strategic planning processes and to become value driven.



*Chief Mark Wallace*

## The Hidden Curriculum

As instructors, we must be constantly aware of a phenomenon called the hidden curriculum. It is estimated that 66% of what students learn is not written in a textbook, is never written down, and was never intended to be taught.

The student mind is like a sponge, they watch every move we make and everything we say (unfortunately, not related to the lesson, that would be too easy for us). Instructors with young children do you ever wonder why kids cannot seem to remember what happened in English class, but will tell you everything that happened with friends and probably have a comment about how the teacher was dressed?

We can all remember jokes from a class we have taken or a funny and entertaining instructor. With that said, we must be very careful of how we act, dress, and behave around our students. The very nature of the work we do tends to attract learners that learn through hands-on, let me show you types of training exercises i.e., imitation. Recruits are anxious to "fit in" and will imitate instructors.

Students taking advance training are the same way. The old "Do as I say and not as I do" strategy is not now and never was effective. As instructors, we must be constantly aware of being "on stage," always use proper PPE and mandated

safety devices. Use proper terminology when defining or describing systems and methods. Always refrain from off hand comments about procedures, methods, or practices that we do not necessarily agree with. Avoid negative comments about training aids and always dress professionally. Remember, the students are watching.

*Bill Trisler*  
Program Manager

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**"There are few, if any,  
jobs in which ability  
alone is sufficient.  
Needed also, are loyalty,  
sincerity, enthusiasm  
and teamwork."**

**- William B. Given, Jr.**

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## Commission Receives Donation to Support Training

At the November 27, 2007 meeting of the Commission Ms. Alyce DeAngelo, CPCU of the Connecticut Chapter of the Chartered Property Casualty Underwriters Society presented a donation in the amount of \$1,000 from that organization to Peter Carozza, Chairman of the Commission on Fire Prevention and Control and State Fire Administrator Jeffrey Morrisette.

The donation will be used by the Connecticut Fire Academy to procure battery powered saws to support the Flashover training program.



*From Left: Jeffrey Morrisette  
Ms. Alyce DeAngelo and Peter Carozza*



***Fire Publisher's Seminar/Trade Show***  
***Sponsored by:***  
***The Connecticut Fire Academy Bookstore***

COMMISSION ON FIRE PREVENTION & CONTROL  
 CONNECTICUT FIRE ACADEMY

**Fire Publisher's Seminar/Trade Show—January 26, 2008-Saturday**  
**9:00 A.M.—12:00 P.M.**  
**Snow Date— January 27, 2008-Sunday**

This free seminar is a great opportunity for Chief Officers, Training Officers, Regional Fire Schools, Fire Departments and Fire Instructors to get the information they need to make an informed decision concerning their 2008 training budget. You can compare and contrast the latest firefighting textbooks and curriculum that can be used in the training and certification of Firefighter I and II. Each publisher will be presenting an overview of their current Firefighter I and II textbooks, media, lesson plans, student support manuals and internet assistance.

With real time internet support of class deliveries individual Fire Department Training Officers will experience more flexible schedules for lesson delivery coupled with less time spent at the fire house. Students can miss a didactic lesson and make it up at home (or the location of their choice) at the time of their choosing and maintain pace with the remaining student body. Online practice quizzes provide learning checks for the student to review progress and are automatically diverted to course material if reinforcement is needed.

After the scheduled presentations, attendees will be able to review a full range of products available from each publisher relating to fire, rescue, and emergency medical service profession.



**Commission on Fire Prevention & Control**  
**Connecticut Fire Academy**  
**34 Perimeter Road**  
**Windsor Locks, CT 06096-1069**

**Phone: 860-627-6363**  
**Fax: 860-654-1889**  
**[www.ct.gov/cfpc](http://www.ct.gov/cfpc)**

**Contact Information and R.S.V.P on Back**

"Save your time at the FDIC to examine fire apparatus and equipment by comparing textbooks and course support materials in Connecticut".

REGISTER FOR A FREE  
FIRE PUBLISHER'S SEMINAR/TRADE SHOW  
AT:  
[www.ct.gov/cfpc](http://www.ct.gov/cfpc)

#### Schedule of Events:

09:00 A.M.— CFA Introduction of  
Publishers

09:15 A.M.— 10:30 A.M. —Individual  
Publisher Presentations

10:30 A.M.— 10:45 A.M.— Break  
Coffee

Raffle

10:45 A.M. — 12:00 P.M.— Continuation of  
Presentations

Raffle

12:00 P.M.— Review of Publisher  
displays with additional  
emergency responder  
resources and individual  
conversations with sales  
representatives about the  
product's applications.

The Bookstore will be open for  
you to purchase anything a  
publisher has that intrigues you.

#### Registration Process

You can only register for the Fire Publisher's Seminar/Trade Show online.

To register for Fire Publisher's Seminar/Trade Show go to the Commission on Fire Prevention and Control Connecticut Fire Academy website at: [www.ct.gov/cfpc](http://www.ct.gov/cfpc) and click on the **LOGIN** which is located 2/3 of the way down on the left hand side of the page. This will take you to the *site access* page.

If you have registered a **USER ID** and **PASSWORD** on another occasion, you can enter that information and continue to register for the Fire Publisher's Seminar/Trade Show.

If you do not have a **USER ID** and **PASSWORD**, click on the **Register** button, which will take you to the CFPC Subscription Registration page. Fill out the registration page and submit the information by clicking the **SUBMIT** button at the bottom of the page. (Make sure to take note of the **USER ID** and **PASSWORD** that you chose for use at a future time.) This will take you to the subscribe to e-alerts page, choose the categories if any, you wish to be notified of and click subscribe at the bottom of the page. You will then be sent to the Account Registration Acceptance page which states you may now log in to the CFPC web site. Click the hypertext to Login to the CFPC. Return to the site access page input your new **USER ID** and **PASSWORD** and click the login button. This will take you to the welcome page with additional information. You can scroll down to hypertext that will allow you to return to the main page. Click the calendar icon on the lower right of the Homepage to go directly to the calendar selections. Register for the Fire Publisher's Seminar/Trade Show that you wish to attend.

The contact at the Connecticut Fire Academy  
for the Fire Publisher's Seminar/Trade Show:

Pam Cooney, Bookstore Manager  
34 Perimeter Road

Windsor Locks, Connecticut 06096-1069

Phone: 860-627-6363 ext. 271

Toll-free in CT 877-528-3473 ext. 271

Email: [pam.cooney@po.state.ct.us](mailto:pam.cooney@po.state.ct.us)

"If you don't have an opportunity to attend the FDIC you can still have a similar experience regarding fire publishers of lesson plans and student support materials".

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**"We do not  
remember days...  
we remember  
moments."**

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## Office of the Director of Training

Another calendar year has elapsed with great gains for the Connecticut Fire Academy and the entire Connecticut fire service. I wish each of you the comfort of a home surrounded by family enjoying the holiday while sharing personal successes.

Congratulations to all our instructors and coordinators of our first 14 week Recruit program. The success of this inaugural class is an indication of our "can do" attitude. As always, we will seriously consider the student critiques and staff suggestions for course improvements.

The recruit class represents a significant effort by many people. Some of these are not even a direct part of the Connecticut Fire Academy. I am speaking of the elected and appointed officials of the municipalities we serve, and more directly, the Fire Chiefs. The Connecticut Career Fire Chiefs Association authorized us to expand our Recruit program to 14 weeks, and then worked in concert with other Connecticut fire service organizations to achieve legislative funding to reimburse employers for one half the cost of this training.

This is not your father's fire service. Meaning people have changed, technology is new and improved, and we have altered some of our methods.

One current phenomenon is recruit firefighters who switch employers during or immediately after a Recruit Training program delivery. This is so disconcerting to Fire Chiefs that they have formed a committee to investigate ways to retard the practice. Further, several departments now have a "no compete" or "commitment" contract for employment of new recruits for a designated period of years to prohibit their "jumping ship."

What does this have to do with you as instructors?

All of us are proud of our personal fire department. Rivalry among firefighters is notorious and well documented. While this is usually tolerated in a good natured way; sometimes it can have negative consequences. Recruit students in this case; but it applies to any of our students, are not assembled for any of our employees to use as a marketing pool.

As state of Connecticut instructors you are representing the state, not your individual Fire Department. This is not to extinguish pride; but to contain it. Several career Fire Chiefs have taken umbrage to attempts to draft students during Connecticut Fire Academy course deliveries to consider making application to the instructor's fire department. This is unacceptable.

To punctuate this, career Fire Chiefs are going after their own and implementing any process or device that can prevent them the agony of losing a trained firefighter. Think of the effort and resources that are expended to place a firefighter into the Connecticut Fire Academy recruit class. Local advertising, written testing, arranging and conducting verbal interview panels; perhaps psychological evaluation, then selection according to local ordinances and civil service rules and regulations; there might be a state Commission on Human Rights overarching compliance order, measuring and outfitting with complete personal protective clothing and equipment, and committing tuition to the state for training.

*Continued on page 7*

## Office of the Director of Training

*Continued from page 6*

One Fire Chief estimated the cost of recruiting, evaluating, selecting, equipping and training a first year firefighter at \$30,000.00 each not including their salary. This time effort and investment is what Fire Chiefs are attempting to protect. I am asking your sincere cooperation not to enlist any of our students to sign up for a vacancy within your fire department. I fully realize that this may be new information to many of you. Now that you understand the situation, this comes down to a trust issue. The Fire Chiefs expect the state to be neutral in these matters, and I trust you not to compromise our efforts to fulfill the Fire Chief's expectations.

If you have been on campus lately you may have noticed the two commercial vehicles we have purchased to support course delivery logistics.

One is an 18' red panel truck that is accompanied by an 18' rack body truck both equipped with hydraulic lift gates. They do not require other than a typical motor vehicle driver's license to operate. Each will be used to move course delivery support materials to the job site.

I am open to written suggestions for other capital purchases. Currently under consideration are: Replacement Kid's Safety House, portable breathing air vehicle, backhoe and trailer, rescue boat, four wheel drive training grounds utility vehicle (not road worthy), fire apparatus driving simulator, and various commercially produced training props. If you have new ideas or would like to advocate for a particular item please e-mail me at [adam.piskura@po.state.ct.us](mailto:adam.piskura@po.state.ct.us).

*Adam D. Piskura*

Adam D. Piskura, Director  
Connecticut Fire Academy

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"If we knew what  
we were doing, it  
wouldn't be called  
Research."

-A. Einstein

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## State of Connecticut

Commission on Fire Prevention & Control

Connecticut Fire Academy  
34 Perimeter Road  
Windsor Locks, CT 06096-1069  
Phone: 860-627-6363  
Fax: 860-654-1889  
In-State-Toll Free 877-528-3473



We're on the Web!  
at: [www.ct.gov/cfpc](http://www.ct.gov/cfpc)

### Agency Mission

To prevent or mitigate the effects of fire and disasters, either natural or manmade, on the citizens of the State of Connecticut. This objective shall be accomplished through the development and delivery of state-of-the-art educational programs designed to meet nationally recognized standards, certification of individuals to such standards and maintenance of up-to-date resources for use by fire service personnel, public educators and other first responders.