



NEW HAMPSHIRE ASSOCIATION OF FIRE CHIEFS, INC.

Working Together to Make a Difference

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Minutes of a Meeting of the NH Association of Fire Chiefs

Nashua, NH Country Club - Thursday, December 11, 2025

The meeting was called to order at 1859 hours.

After a salute to the flag, a moment of silence was requested for departed members

Welcome from Host: Chief Buxton welcomed all to Nashua.

INTRODUCTION OF MEMBERS. Members were asked to introduce themselves.

Special Guests: Commissioner of Safety Robert Quinn joined us for the meeting, as did Nick Brown from Congresswoman Goodlander's office.

Minutes: A MOTION (Sitar/Gamache) to approve the minutes of the November meeting carried unanimously.

Treasurer's Report: The November reports will be available at the next meeting.

Communications: n/a

Applications for membership: n/a

Life Membership: n/a

President's Report: (Watkins) – n/a

- The meeting of the Leadership (Five Families) has postponed until January.
- Chief Buxton reached out to him about appearing in a public relations ad on the Cancer Screening initiative. The board suggests that he be authorized to do it. Chief Emanuel believes that both should be involved. He will reach out to him.
- He attended the North Country Public Safety Awards banquet on November 14 with Chiefs Lemire, Fraitzl, J. Chamberlain, D. Chamberlain and Thomas.

Report of the Executive Director: (Lemire)

- The January 8, 2026 meeting will be virtual.
- The February 12 meeting will be at the NHFA for breakfast and seminar.
- The March 12 meeting will be hosted by the Barnstead Fire Department and feature a home-cooked corned beef and cabbage dinner.

- The April Annual Meeting will be at the Common Man in Plymouth.
- We are experiencing an issue with our credit card processor. They say we've been subject to a "tax lien" and that's why they can't process anything. IRS says we're fine. We're investigating.
- Board members represented the Assn. at the North Country Public Safety Awards dinner on November 14.
- I attended the NHMA conference in Manchester. Our member/presenters did us proud!
- Paperwork is complete and authorization given for the NHAFC opportunity at the NASH January 23-27.
- Ad book proceeds to date: Total: \$23,565.50 ; Vendor: \$16,495.50; Assn: \$7,069.50.

1st Vice President Report (LaRoche) – No report

Professional Development Committee - (Chief LaRoche/Director Wholey)

- Director Wholey stated that he is meeting with the Committee and Chief LaRoche December 18 at 9:30 am to determine the seminars for the ensuing year.

Government Relations – (Schmidt) –

The Senate already met earlier this fall and sustained the veto of Senate Bill 213, which could have limited public officials, including Fire Chiefs, from weighing in on various local issues. The bill was intended to limit "electioneering" by public officials but the Governor felt the bill went too far and vetoed it. The Senate agreed with her action. A more focused bill, which should not impact NHAFC members, has been introduced for 2026.

- **House Veto Day** – The House has scheduled December 17 as the day on which they will meet to consider the 14 House bills which Governor Ayotte vetoed. Included on the docket for 12/17 is HB 475. We have included the veto message below which references NHAFC:

GOVERNOR'S VETO MESSAGE REGARDING HOUSE BILL 475

Recruiting and retaining first responders is of paramount importance for public safety, and local departments across our state are facing enough difficulty with this already.

This bill will make it even harder to hire police and fire personnel. The New Hampshire Association of Fire Chiefs and Association of Police Chiefs have written me that 'this bill, should it be signed into law, will have far reaching effects for public safety... [and] increase the length of time for roads to be plowed, fire department coverage, police response, and staffing.' It is also an unnecessary overreach by the State into municipal affairs.

- **NH Department of Insurance – Webinar for Reimbursement for Ground Ambulance Services** – On Wednesday, December 17, at 3:00 pm, NH DOI will be hosting a webinar to provide guidance to ambulance providers in NH regarding reimbursement requirements. Details and materials from NH DOI can be found at the following link:
[Reimbursement for Ground Ambulance Services by Health Carriers under SB 245 | New Hampshire Insurance Department](#)

Further, to register for the webinar, visit:

<https://events.gcc.teams.microsoft.com/event/68084d9f-c141-4bcd-888e-60c1c1505c50@992deae9-1c4c-42c8-a310-5088af55ba74>

- **Updated Legislative Chart** – We have been updating the NHAFC legislative chart for the 2026 session. To date, we have flagged about 75 bills in which the Association may have an interest. About 50 of the bills which we have flagged have become public and the NHAFC chart includes links to the bills. NHAFC leadership will be scheduling a meeting with various state agencies to discuss the bills and determine on which testimony would be helpful. There will be a lot of issues which impact the fire service that the Legislature will consider in 2026.
- **REMINDER - New Location for House Hearings** – As a reminder, for the 2026 session, the House will not be having committee meetings in the Legislative Office Building (aka LOB, the building directly behind the State House). The building is going through a major renovation. House Committee meetings will be held at **1 Granite Place, Concord, NH 03301**. The following directions appeared in the most recent House Calendar “....Legislative Offices at Granite Place are in the South building. From I-93 N or S, take exit 15W. At the lights, take a right to head north on Route 3 / Bouton St. At the next set of lights, stay straight as the road turns into N. State St. At the next set of lights, take a left on to Penacook St. At the stop sign, take a right turn on to Rumford St. Granite Place is the next left turn.” The House will hold their sessions in the State House, but if Chiefs plan to attend any House hearings, it will be important to note the new location.

2nd Vice President Report (D. Chamberlain) – No report

Sgt. At Arms (Fraitzl) – No report

Committee Reports

Scholarship Committee – (Marshal Toomey/Chief D. Chamberlain)

- Marshal Toomey stated that they have been working on an updated Scholarship program with higher amounts and expanded criteria and we should hear the results at our February meeting.

Division Reports

Fire Marshal: (Marshal Toomey)

ADMINISTRATION:

Personnel:

We remain under a statewide hiring freeze and currently have 13 vacant positions.

Congratulations to Fire Investigator Marianne Heinrich for completing Firefighter I.

Legislation:

Bill language for the 2026 session is starting to come out. Our priorities for this session are an update to the state fire code to the 2024 editions of NFPA 1 & 101, some clean-up on investigation language, and clean-up on incident reporting to align with NERIS. We have provided some input on a few bills so far and we are continuing to review others that may impact the fire service. The following bills have been released:

HB 1004 exempting certain dwelling units from automatic sprinkler system requirements

HB 1159 relative to updating the state building code

HB 1180 updating the definition of the state building code to include the International Energy Conservation Code 2024

HB 1271 relative to third-party code review and inspection services for building permits

SB 426 repealing the permissible fireworks advisory committee

SB 494 relative to the state fire code, fire incident reporting and investigations, and the duties of the state fire marshal

State Emergency Response Commission (SERC)

With the retirement of Chief Donald DeAngelis, the State Emergency Response Commission is seeking a member from the NH Association of Fire Chiefs. Please contact Assistant Director Brian Allard with any questions brian.h.allard@dos.nh.gov.

Board of Fire Control:

The Board of Fire Control will hold a regular meeting at the IPOC on Tuesday, February 10th at 1 pm.

BUREAU OF INVESTIGATIONS:

In November, we received 15 incident notifications resulting in 7 scene responses. The Bureau of Investigations currently has 8 open arson or suspected arson investigations.

New cases (synopsis of some of our cases are listed below):

- On November 6, investigators responded to Keene to assist with the origin and cause of a structure fire where four firefighters sustained non-life-threatening injuries. The SFMO assisted with the scene examination and provided support to the Keene Fire Marshal's Office, which will be completing the origin and cause determination report. This fire is still under investigation.
- On November 9, investigators responded to Barrington to assist with the origin and cause of a building fire. The cause of the fire is undetermined at this time and there are no criminal indicators.
- On November 15, investigators received a report from the Manchester Fire Department regarding a garage fire where a Manchester Firefighter sustained non-life-threatening injuries. Manchester Fire Marshal's Office will investigate the origin and cause of the fire.

- On November 21, investigators and a K9 team responded to Barrington to assist with the origin and cause of a building fire. The cause of the fire is still under investigation.
- On November 22, investigators were alerted to a lithium-ion battery fire in Lebanon. The battery was connected to an e-bike and was charging at the time of the incident. Fortunately, only minor damage occurred because the homeowner quickly intervened to prevent the fire from spreading. The State Fire Marshal's Office continues to monitor incidents involving lithium-ion batteries and encourages fire departments to report these cases during business hours, unless immediate assistance is required.

Fatal Fire/CO Incidents:

- On November 1, investigators and a K9 team responded to a building fire in Penacook/Concord, which resulted in the death of a 77-year-old male occupant. The cause of the fire is currently under investigation; however, there is no evidence to suggest that it resulted from a criminal act. The State Fire Marshal's Office worked alongside the Concord Fire Department and Concord Police Department.
- On November 19, an investigator responded to a suspected carbon monoxide toxicity fatality in Hooksett. Investigators identified the deceased as a 70-year-old male, and the cause and manner of death are still pending. The State Fire Marshal's Office worked in conjunction with the New Hampshire State Police, the Hooksett Fire Department, and the New Hampshire Medical Examiner's Office.
- On November 25, investigators responded to a carbon monoxide toxicity fatality in Webster. Investigators identified the deceased as an 80-year-old male. The State Fire Marshal's Office worked in conjunction with the Webster Fire and Police Departments and the New Hampshire Medical Examiner's Office.
- On November 25, investigators responded to a suspected carbon monoxide toxicity fatality in Kingston. Investigators identified the deceased as a 55-year-old female, and the cause and manner of death are still pending. The State Fire Marshal's Office worked in conjunction with the Kingston Police and Fire Department and the New Hampshire Medical Examiner's Office.

Arrests/Court:

- A probable cause hearing was held in the Colebrook District Court for the individual who was arrested on October 30, 2025, for an arson that had occurred in Stratford. The individual waived the probable cause hearing, and a Grand Jury will now be scheduled in the Coos Superior Court for an indictment.

Youth Firesetter:

- In November, we received one referral for YFS services.

Training:

- Investigators attended firearms skill-building training facilitated by NHSP.
- Investigators attended an *Interview and Interrogation* training facilitated by NHSP MCU.

*The New Hampshire State Fire Marshal's Office requests that **ANY** incidents of reported fires occurring on the property of churches or religious establishments be communicated*

to us and then we will notify the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF). This request is made in conjunction with our collaboration with the ATF for the purposes of data collection.

*To report an incident during business hours, call the NH State Fire Marshal's Office at **603-223-4289**. For incidents after hours or on weekends, contact New Hampshire State Police Communications at **603-223-4381**; they will notify the duty supervisor, who will reach out to you directly.*

BUREAU OF BUILDING SAFETY & CONSTRUCTION:

State Building Permit System:

In November, a total of 51 permits were processed through the State Building Permit System:

- Building: 15
- Electrical: 18
- Plumbing: 6
- Fuel Gas: 2
- Mechanical: 0
- Fire Protection: 5
- Fire Alarm: 5

Technical Assistance, Educational & Healthcare Reviews:

During the month of November, the following activities were completed:

- Educational Plan Review: 4
- Healthcare Plan Review: 8
- Inspections Completed: 394
- Technical Consultations Provided: 132

Variance Requests:

A total of 2 variance requests were processed in November.

Fireworks Safety and Enforcement Program

The Fireworks Safety and Enforcement Program conducted the following in the month of November:

- Proximate Licenses Issued: 1
- Display Certificate of Competency Issued: 1
- Consumer Fireworks Retail Store Licenses Issued: 0
- Explosive Magazine Inspections: 2
- Proximate Audience Inspections: 2
- Technical Assistance: 0

Modular Building Program

The Modular Building Program conducted the following in the month of November:

- Inspections: 10
- Audits of Manufacturers: 0
- Audits of Educational Facilities: 0
- Labels Issued to Manufacturers: 208
- Units Shipped to New Hampshire: 19

Tramway and Amusement Ride Safety

The Tramway and Amusement Ride Safety section conducted the following in the month of November:

- Amusement Registrations: 2
- Amusement Inspections: 2
- Amusement Incidents: 0
- Tramway Registrations: 96
- Tramway Inspections: 69
- Tramway Incidents: 0

BUREAU OF OUTREACH & EDUCATION:

Hazardous Materials:

In the month of November, the Hazardous Materials Section had no incident responses or consultations.

The State Fire Marshal's Office will be partnering with NH Recycles and NH Department of Environmental Services (DES) in 2026 at several community events to talk about solid waste safety. The SFMO will be presenting information regarding battery fires, specifically those that occur in dumpsters, trash trucks and at waste and recycling centers.

In November, NH DES published [GREENWorks: Ideas for a Cleaner Environment](#) - 'Tis the Season for Tech Turnover, which is another good up-to-date resource about recycling rechargeable batteries.

There were several Tier II hazardous materials reporting questions from representatives of businesses. Tier II reporting is done annually by March 1 for the previous year. Facilities are required to report on the presence of hazardous chemicals stored, used, or released in their businesses that meet a threshold established by the EPA. Information concerning hazardous chemicals stored and used by businesses is sent to the state through the Hazardous Materials Section at the SFMO and also to individual jurisdictions. Reporting of toxic releases is similar but different and goes to the DES. Refer to the Emergency Planning and Community Right-to-Know Act (EPCRA Sections 311-312) for more information. Contact the SFMO if you know of a facility in your jurisdiction that is not reporting storage, use, or release of chemicals in accordance with EPCRA. You can contact us at: hazmat@dos.nh.gov.

Incident Reporting:

We continue to onboard New Hampshire fire departments onto the U.S. Fire Administration's (USFA) new fire information and analytics platform, known as the National Emergency Response Information System (NERIS), for the American fire and emergency services. New Hampshire began onboarding fire departments on October 1st.

Onboarding is a two-step process. The first step registers the department and creates two primary contacts with the NERIS system. **It is very important to complete the demographic section of the fire department registration process and to click the "verify" button.** The second step is entering incident data which will come later. All fire departments should have received an e-mail from Underwriter's Laboratory, Fire Safety Research Institute, NERIS Office with the onboarding instructions. Once you have completed the first step you will then work with your software vendor to set up actual data entry.

As we have mentioned before, NFIRS will end December 31, 2025. Please make sure that you have a plan for the transition to NERIS. If you are an e-NFIRS user, you should switch to the Image Trend Elite software now. Please contact the Data Analysis Section at nhfirs@dos.nh.gov to get started. If you have a third-party vendor software package, please contact your vendor and work with them to switch your data collection method over from NFIRS to NERIS sometime between now and December 31st.

Data reporting will not occur in both systems simultaneously. Once you switch over from NFIRS to NERIS, you will not be required to continue reporting in NFIRS. Once your vendor is ready to submit your data, please call the Data Analysis Section at 603-223-4289 to let us know the date that you plan to switch to NERIS. Our goal is to eliminate the chance of gaps in data for the state. Please set your department up for success by preparing for NERIS now.

Key NERIS Resources:

- [User References](#)
- [NERIS Onboarding Checklist and Guide](#)
- Visit [our website](#) for more NERIS support and updates.
- NHFIRS Incident Reporting Newsletter (quarterly)

With NFIRS sunseting, fire departments must be sure that they are able to maintain a system of records locally. For specifics on what is needed, please read NH RSA 33-A.

We would like to remind all fire departments that if you experience a fatal fire with civilian injuries in your community, you will need to complete the Civilian Casualty module for your incident report in addition to calling our office for investigative assistance.

Please reach out to our NHFIRS team for any incident reporting questions at nhfirs@dos.nh.gov and have your NFIRS/NERIS contact person sign-up for the NHFIRS Newsletter by sending an email to FMO@dos.nh.gov.

Community Risk Reduction (CRR):

We published the final 2025 edition of [Risk Reduction Quarterly](#) in November. The newsletter also includes resources your departments can share for national campaigns between November-January, especially regarding Carbon Monoxide Awareness Month. We also highlight Henniker's collaborative approach to wildfire protection during our Community Risk Reduction in Action series.

Sign-up for our newsletter by sending us a note at fmo@dos.nh.gov or find newsletters on our website: <https://www.firemarshal.dos.nh.gov/news-events/newsletters>

We encourage all fire and life safety professionals to sign up for emails with updates and publications from the NH SFMO.

Contact fmo@dos.nh.gov to be added to the list.

2025 SFMO Outreach Survey

We have created an outreach survey for 2025. Your responses help the Bureau of Outreach and Education better support fire departments and communities across the state. This informs us about the resources and training opportunities you want for 2026. We invite fire departments to complete this 12-question survey. **Survey Link:**
<https://www.surveymonkey.com/r/NHSFMO-BOE>

Outreach Events:

We participated in 10 public outreach events in November. For National Injury Prevention Day on November 18th, Sparky visited Dartmouth Hitchcock and Elliot hospitals where he met with children, families, staff, and providers to remind them that most injuries are preventable. While at Dartmouth Hitchcock Medical Center, Sparky enjoyed partnering with Safe Kids NH, who promoted the importance of wearing a seatbelt. At Elliot Hospital, Sparky visited patients and staff.

On November 14th, we hosted the 10th Annual CO Safety Summit as members of the [Northeast CO Alliance](#). Governor Kelly Ayotte shared opening remarks highlighting the importance of installing CO alarms and [shared her CO Safety PSA](#). This event brought together nearly 100 participants to the New Hampshire Fire Academy, where they engaged in meaningful presentations about the dangers of carbon monoxide. Carbon monoxide (CO) is a highly toxic gas that is invisible, tasteless, and odorless created from devices which burn fuels commonly used by heating systems in our region. Speakers and participants discussed how to promote awareness in our communities and prevent further injuries and deaths from CO.





On November 25th, we partnered with Dover Fire and Rescue and the American Red Cross of Northern New England to provide a [live demonstration of a kitchen grease fire](#) to the media. The presentation focused on how home cooking fires are one of the leading causes of residential fires, often caused by unattended cooking. We highlighted the importance of working smoke alarms, and best practices for holiday cooking.

Are you interested in having the NH SFMO join an event in your community? Please reach out to us as early as possible so we can make every effort to attend your event. We also have [resources and equipment](#) for fire departments to borrow. Send your request to us at FMOPublicEducation@dos.nh.gov.

Fire & Life Safety Educator Network

Next meeting: Wednesday, December 10th

Time: 10:30AM EST

Location: Virtual (Teams – link provided upon RSVP)

If you're interested, please RSVP here: [NH Fire & Life Safety Network](#).

Public Education:

The [Fire and Life Safety Communicators Initiative](#) is a collaboration among the fire and the emergency medical services to speak with “one voice” on fire and life safety. We believe that by working together to present consistent messages, we can begin to teach the public the importance of safety and encourage them to take actions to make themselves, their loved ones, and their communities safer from fire and other hazards. Through these actions, lives will be saved.

December's theme is [Holiday Fire Safety](#). Decorating homes and businesses is a long-standing tradition around the holiday season. Unfortunately, these same decorations may increase your community's chances of a fire. Help your fire department increase community awareness about preventing home fires during the holidays with these free fire safety and prevention outreach tips.

- Keep candles at least 12 inches away from anything that burns. Make sure they are in stable holders and place them where they cannot be knocked down easily.
- Consider using battery-operated flameless candles, which can look, smell, and feel like real candles.
- Water your Christmas tree every day. A dry Christmas tree can burn very hot and very fast.
- Make sure your tree is at least 3 feet away from heat sources like fireplaces, radiators, space heaters, candles or heat vents. Also, make sure your tree does not block exits.



Training Opportunities:

The SFMO can present training courses to law enforcement officers, fire service professionals, and building inspectors. These training courses are typically two to three hours in length. We rely on the Fire Academy or local departments to provide classroom spaces.

Topics include:

- Application of the NH State Fire Code: A Scenario Based Training
- NFPA 1 and 101 2021 Edition Updates
- Inspections of Multi-Family Dwellings
- Tent Inspections
- Commercial Cooking and Food Trucks
- Solar Installations for One- and Two-family Homes
- Display Fireworks Inspection Essentials
- Heating and Fuel Gas Appliance Inspections
- The Basics of LP Installations for One- and Two-family Homes
- Fire Investigation for First Responders
- Collection of Witness Data in Fire Investigation
- Fire Investigation Case Studies
- Air Monitoring
- PEAC Software
- An Overview of the 2024 Emergency Response Guidebook

If you are interested in hosting a future session, or would like to suggest a future training topic, please reach out to us at FMOPublicEducation@dos.nh.gov.

Fire Standards/Training/EMS – (Director Wholey)

Administration

Personnel

- We continue to work within the hiring process under Governor Ayotte's Executive Order.
- We hired 2 part-time equipment tech and O51s who started November 14th.

- Our full-time EMS Compliance Coordinator started November 17th.
- We have hired 8 new part-time instructors, 3 started November 14th and 5 started December 1st.
- We have internally promoted a part-time Program Coordinator for fleet vehicle maintenance, effective December 12th.
- We have extended an offer for the full-time fire Captain position, starting in January 2026.
- We are interviewing for a part-time Promotional Testing Program Coordinator
- We are interviewing for a full-time Program Specialist III (Education Technologist).
- We continue to work on waivers for all other position vacancies.

Grants

- We have received notification of the grant award for the 2025 National Fire Academy grant.
- We have received notification of the grant award for the 2025 Homeland Security Grant for additional technical rescue equipment.
- Bureau Personnel are in the process of gathering quotes for potential equipment purchases through the FEMA Grants.

Special Projects

- The Division is currently working through the contract process for the early detection cancer screening pilot program.
 - The contracts for the vendors have been signed and will be on the G&C Agenda on December 17th.
 - We are developing a website dedicated to this program where eligible individuals can find information about the program.
- The Raymond S. Burton Fire and EMS Training Facility infrastructure project continues to move forward with completion of the project expected in Spring 2026.
 - The classroom renovations are expected to be completed by the end of the year.
 - Work continues on the 3-bay firehouse and drillyard.
- The *Law Enforcement Officers, Professional Firefighters, and Emergency Medical Technicians Career Development, Recruitment and Retention Program* established in New Hampshire RSA 188-F:70 remains active and available.
 - Emergency Service Dispatchers are also eligible for the program.
 - Program details: <https://www.fstems.dos.nh.gov/resources/recruitment-retention>

National Fire Academy

- *Supervising Emergency Medical Services* – Stratham – February 21 & 22, 2026

- *Incident Safety Officer* – Concord – February 23 & 24, 2026
- *Decision Making for Initial Company Operations* – Hudson – March 14 & 15, 2026

Legislative/Administrative Rules

- The 2026 Legislative Session is set to begin with over 1,073 Legislative Service Requests filed for the upcoming session. The Division is working with DOS Leadership to review and strategize for possible fire and EMS service impacts.
- The proposed Trauma Rules are working through the internal DOS process.
- Administrative Rules to make the full transition to ETA's and sunset the former process have been developed and are working through the internal DOS process for submission to JLCAR.

Outreach

- Director Wholey attended the Monadnock Region Mutual Aid meeting in Jaffery and the Twin State Mutual Aid Meeting in Woodstock.
- Captain Ingersoll attended the Twin State Mutual Aid meeting on November 25th.

Mental Health & Resiliency

- *Crisis Intervention Team (CIT) Training* – Epping – December 8 - 12
- *2026 Mental Health & Wellness Seminar: Leadership and Resiliency for the Future* – Concord – January 13 & 14, 2026
- The development of a more comprehensive PTSD training program has been suspended due to a lack of available funding. Should funds become available in the future, the project will be revisited, and work will continue in partnership with Police Standards and Training, Department of Corrections, and the Commissioner's Office.

Curriculum

Firefighter

- The visiting committee meeting for November met to discuss the Hose & Streams, Forestry, and Water Supply modules.
- The next meeting will be on December 17th to review the Survival, Suppression, and Salvage & Overhaul modules.
- Development of Firefighter II will begin after the holidays.

Fire Inspector

- The curricula for Fire Inspector and First Responder Inspector have been officially adopted by the Fire Standards and Training Commission.
- Test bank item validation is underway for First Responder Inspector.

Driver-Operator

- The Driver/Operator Visiting Committee meeting on November 10th has been postponed until after the holidays.
- The next meeting will be on January 14th to review all three programs.

Interfacility Transfer (Bureau of EMS)

- Captain Robblee and Rachel Larry are overseeing an EMS Visiting Committee to revise the IFT and PIFT training programs.
- The meeting on November 17th was postponed.
- The next meeting will review the job task analysis results and curriculum learning objectives.

Future Program Development

- *Fire Officer (I & II)*. The new NFPA standards for Fire Officer Professional Qualifications (NFPA 1020) were released at the beginning of the year. Development of these programs will begin in 2026.
- *Fire and Emergency Services Instructor (I, II, & III)*. The new NFPA standards for Instructor professional qualifications (NFPA 1020) were released at the beginning of the year. Program development will begin in 2026.

Bureau of Firefighter Training

Courses/Programs

- Firefighter I & II
 - *Rumney (FF I)* – Graduated November 22
 - *Recruit School (FF I & II)* – Graduated December 5
 - *Stratham (FF I & II)* – September 3 - December 20
 - *Bethlehem (FF I & II)* – January 21 - June 28, 2026
 - *Spring Recruit School (FF I & II)* – March 30 - June 26, 2026
- Technical Rescue
 - *Confined Space Technician* – Concord – December 15 - December 18
 - *Confined Space Technician* – Concord – June 15 - 17
 - *Ice Rescue Technician* – Holderness – February 7 & 8, 2026
 - *Ice Rescue Technician* – Raymond – February 21 & 22, 2026
 - *Ice Rescue Technician* – Canaan – February 28 & March 1, 2026
 - *Trench Rescue Technician* – Concord – May 26 - 29, 2026
- Driver Operator
 - All inquiries for these programs should be directed to driveroperator@dos.nh.gov
- Hazardous Materials
 - Hazardous Materials Awareness is available:
<https://www.nhfaemslearning.org/login/index.php>
- Airport Rescue Firefighting
 - Spring Live Fire Recertifications will open in March:
<https://www.fstems.dos.nh.gov/training-education/aircraft-rescue-firefighter-training>
- “On My Time” Program
 - We continue to offer guidance to departments participating in this program.
- Electric Vehicle Training Resources
 - The links for the electric vehicle training resources may be found on the website:
<https://www.fstems.dos.nh.gov/resources/firefighter-department-resources>

Testing

- Monthly testing was completed November for the NFPA 1001, 1002 and 1003 testing processes, which includes administering written and practical exams.
 - Monthly testing is the 2nd Tuesday of every month, with Firefighter I physical exams on the following Saturday.
 - Burton campus monthly testing is held on the 2nd Wednesday of March, June, September and December.
 - Submissions must be entered by the last day of the month prior to the month you wish to test: <https://www.fstems.dos.nh.gov/certification-testing/monthly-testing>
- We have expanded our training to provide additional proctors for the new written exam testing that is now done on iPads.

Apparatus/Equipment

- All of our pumping apparatus, other than Crash 5, have passed their annual pump tests.
- We are scheduling a pump test for Crash 5.
- All other apparatus and Fleet Vehicles are in service.

Facilities, Prop Usage and Projects

- The Gorham Fire Department used the Burton Facility Air Trailer on November 4th to support the refilling of their Department's air cylinders after Hydrostatic Testing.
- The Concord High School Regional Training program and Cheshire High School program were on Campus on November 6th and November 21st, respectively, for their Fire Behavior Lab.
- The Manchester School of Technology was on campus for their Fire Suppression activities (Car & Dumpster, Pile Fires, and Building Fires) on November 18th.
- Repairs are being made to the lighting in and around the "B" Building and the Northwest side of the Drillyard.
- Our Bureau has started a comprehensive list of items to be repaired on the Drillyard and in the classrooms, to be addressed during the gap in classes during December and January.
- Parts have been ordered for the repair of two hydrants that have been out of service.

Bureau of Certification and Support

Courses/Programs

- Instructor I/II/III Programs
 - *Instructor I* – Warner – November 5 - December 17, 2025
 - *Instructor I* – Concord – January 19 - February 16, 2026
 - *Instructor I* – Peterborough – March 3 - April 11, 2026
 - *Instructor I* – Bethlehem – April 6 - May 16, 2026
 - *Instructor II* – Virtual – March 24 - April 23, 2026
 - *Instructor III* – Virtual – May 4 - July 13, 2026
- Instructor Professional Development
 - *Search & Rescue Instructional Delivery* – Concord – December 16, 17, & 18
- Fire Officer I/II Programs
 - *Fire Officer I* – Concord – February 2 - March 30, 2026
 - *Fire Officer I* – Hampstead – April 2 - May 21, 2026
 - *Fire Officer II* – Virtual – November 18, 2025 - January 27, 2026
 - *Fire Officer II* – Virtual – May 6 - June 24, 2026
- Fire Inspector Programs – Pilot offerings of First Responder Inspector in the Spring:
 - *First Responder Inspector* – Concord – March 26 - May 7, 2026
 - *First Responder Inspector* – Concord – June 4 - July 2, 2026
- Specialty Programs
 - *Managing Disciplinary Challenges in the Fire Service with Curt Varone, JD, MS, EFO* – Concord – June 3 & 4, 2026

Education Technology

- 2025 Course Development & Project Progress Status
 - Completed Projects/Modules: 9
 - In-Progress Projects/Modules: 13
 - Video production for FFI modules with Subject Matter Experts scheduled:
 - Fire Behavior (dollhouse burn) – December 9th
 - SCBA/PPE – December 22nd
 - Cancer Screening Initiative interviews & initial video trailer production are complete, pending a final edit.
- Course catalog migration from WordPress to Drupal website is on hold while we wait for a migration solution.
- All classrooms are in full service. Upgrades for Classroom 5/6/7 are pending vendor quotes, including a new switching system.

Instructors

- New State Fire Instructor applications are available on RespondNH.
- State Fire Instructor Statistics:
 - Active/Current New Hampshire State Fire Instructors: 237
 - 2025 Renewals: 164
 - 2025 New & Reinstated State Fire Instructors: 37
 - In-progress New State Fire Instructor Applications: 38

Testing & CPAT

- Monthly testing has more than doubled over the year, climbing from 32 tests in January to a peak of 99 in July. We are now averaging 60 - 80 exams administered per month.
- There were six CPAT dates in 2025, with the final test of the year on November 24 in Nashua:

	Exams Taken	Exams Passed	Pass Percentage
November 2025	51	36	70.6%
Total 2025	288	213	73.9%
Total 2024	305	201	65.9%

- There will be six CPAT dates in 2026. We have finalized the dates for the first three tests:
 - February 2 - Concord National Guard - Concord
 - April 28 - Merrill Fay Ice Arena - Laconia
 - June 23 - Merrill Fay Ice Arena - Laconia
- Department member assistance is needed for CPAT on testing days. Please confirm available personnel to assist with PC Nick Poulin at Nicholas.a.poulin@dos.nh.gov prior to the test date.

Program Support

- Division Seating Policy is nearing completion and will be announced soon.
- 2025 Stats Year-to-date:
 - Courses Created (including sub-courses): 2,337
 - Certifications Issued: 1,333
 - General Admissions Applications Processed: 2,295
 - Full-time Retirement Applications Processed: 328
 - Support Tickets Handled at first contact: 196

Bureau of Emergency Medical Services

Boards and Commissions

- The Trauma Medical Review Committee will meet on December 16th at 0930.
- The Privacy Committee will meet on December 23rd at 1300.
- The Medical Control Board will meet on January 15th at 0930.
- The Emergency Medical and Trauma Services Coordinating Board will meet on January 15th at 1300.

Operations

- Unit licensing is underway and moving forward with ease. We have seen an increase in provider licensing renewals due to the upcoming recertification and relicensure periods.
- Educational Training Agencies (ETA) support and relicensing have been ongoing with no observed issues. Since inception, between all programs, we have seen an average of a 5% increase in NREMT pass rates across all levels of initial training.
 - There are currently 18 licensed ETAs with 2 in the licensing process.
 - The Administrative Packet for the application and licensing information can be found on the Division: <https://www.fstems.dos.nh.gov/licensing/eta-licensing>
- There are currently 314 licensed EMS Units and 6,515 EMS Providers.
- 14 ground ambulance inspections were conducted in November.

Courses/Programs

- EMS Continuing Education and Simulation Education
 - *After the M.I.: EMS Response to Cardiac Cath Complications* – Concord, January 7th, and Virtual, January 15th
 - *The Subtle Symptoms of Cerebellar Stroke (Simulation)* – Concord, January 21st
 - *Diabetic Emergencies* – Concord, February 4th, and Virtual, February 19th
 - *The Subtle Symptoms of Cerebellar Stroke (Simulation)* – Bethlehem, February 14th
- EMS in the Warm Zone Awareness, Operations, and Rescue Task Force Concepts
 - The Awareness and Operations courses are available free to students through our online training platform: <https://www.nhfaemslearning.org/login/index.php>
 - The RTF Concepts class is a half-day, in-person training. Grant funding opportunities are available.
 - *Rescue Task Force Concepts* – Concord – January 7, 2026
 - *Rescue Task Force Concepts* – Bethlehem – February 16, 2026
 - If anyone is looking for this program, please contact Shawn Croteau at Shawn.A.Croteau@dos.nh.gov

Clinical Systems

- EMS Protocols Version 9.3 Mid-Cycle Rollout is complete and effective as of November 7, 2025. Work continues on Version 10.0 Protocol development.
- The Division will continue to run programs as staffing allows, which will include SIM training, EMS in the Warm Zone training, and continuing education.

Data Management

- The Data Management team continues to work closely with the Fire Marshal's office on the fire incident reporting system.
- EMS Instructor Initial/Reinstatement and Instructor Renewal applications are available online for licensing.
- We are working with EMS agencies using 3rd party ePCR software to improve their reporting completeness and overall data quality.

Compliance

- The Compliance team, after over a year, is now at full staff with the latest addition of Karen Scott as the Compliance Coordinator.
- There are currently 11 active investigations and ongoing cases. To date, the Compliance team has completed over one hundred investigations.

Preparedness and Special Projects

- Staff conducted 11 outreach events for AED consultations and preparedness last month.
- Staff continue to support MIH and IFT programs and outreach. There are 15 current MIH programs in the state.

Fire Standards and Training Commission – (Chiefs Clark/Miller) – No report
Homeland Security and Emergency Management – (Director Buxton) –

- Public Assistance
 - We continue to work with FEMA on existing Disaster Relief efforts.
 - i. With the conclusion of the government shutdown approvals and obligations have started back up
- Mitigation
 - We continue to work to support the following programs:
 - i. Hazard Mitigation Planning
 - 1. Plan review and approval remain on pause with the Federal Government. New guidance surrounding mitigation planning has been issued.
 - ii. BRIC Program
 - 1. We received correspondence from FEMA that they expect BRIC 23 to start to move again.
 - iii. SWIFT 24
 - 1. Awaiting obligation of this award.
- EMPG
 - If you have a potential EMPG project, please reach out to your Stakeholder Liaison for assistance.
 - The FY25 EMPG award is currently in the award process. We anticipate this to finish up once the Federal Government is reopened.
- Federal Grant Programs
 - The DOS has submitted applications for both the FFY25 Homeland and EMPG programs.
 - i. We would like to make you aware that currently the period of performance for both grant programs are one year. If you should need support moving through this accelerated schedule, please reach out for assistance. We are reviewing the impact to the state programs and will follow up once the impacts are understood.
- Active Shooter Incident Management
 - Multiple ASIM classes have been posted
 - We are looking to bring the Advanced incident management program back to NH in 2026 and 2027.
- REP
 - Assessment has been finalized with NextEra Energy.
- ACEPS

- The next ACEPS meeting is scheduled for December 12th at 0900.
- Division Updates
 - WebEOC
 - i. Thank you to everyone who has participated in training utilizing the new platform. There are currently several training offerings posted. Please, if you do not see something that will work for your team, reach out so we can find something that does.

Division of Emergency Services and Communications – (Director Doyle)

- Laconia facility update: Construction fully underway – Steel framing is up, roofing is on work has commenced on the interior; non-critical building has been framed in – progress continues with work to begin on the radio tower – parking lot is in;
- Genasys Emergency notification platform ([NH Alerts](#)) is up and running, If you are interested in becoming a POC for your community to use the ENS for local messaging, please let me know. The statewide ENS system is offered to local communities at no cost;
- FYSA-Cyber breach & Media release from OnSolve/CodeRed;
- Community Events / school visits reminder – connect with our Public Outreach / Education Team for more info: Patrick Cavanaugh (603-271-6911), DESCPIO@dos.nh.gov;
- New class of 9 trainees started – should be wrapping up training in February;
- REMINDER of the Tuition Reimbursement Program which was extended to Dispatchers and Telecommunicators. Beginning with the Fall 2025 semester, public safety telecommunicators and dispatchers will be eligible to participate in the CCSNH Career Development, Recruitment, and Retention Program. This program supports first responders by providing reimbursement for tuition and required fees. For more information, see <https://www.ccsnh.edu/law-enforcement-officers-professional-firefighters-and-emergency-medical-technicians-career-development-recruitment-and-retention-program> Please pass this information along to your Dispatchers;

- Social Media / Public Education Updates:

In November, the Division used its social media channels (Facebook, Instagram, and X) to promote community outreach opportunities for schools, senior centers, and public safety partners, encouraging groups across New Hampshire to schedule educational presentations. We continued reminding residents about important 911 features such as Text-to-911 and reinforced the critical role location plays during an emergency. Seasonal content also included timely Thanksgiving safety tips to help families prepare for the holiday.

Throughout the month, we highlighted employee work and achievements, showcased progress on the construction of the new Laconia facility, and recognized the expertise and dedication of our staff. The Division was proud to celebrate Supervisor Abigail Rider being named the *Atlantic Chapter of APCO's 2025 Supervisor of the Year*, sharing her accomplishment with our online audience. Social media remains an essential tool for connecting with the people of New Hampshire and promoting the mission and work of New Hampshire 911.

- Media events:



- 3rd Interoperability Roundtable discussion in Hillsborough County last month - always good feedback. Next one will be a combine Cheshire/Sullivan counties...date TBD. More info can be requested from Asst. Director Tim Scott at timothy.c.scott@desc.nh.gov
- North Country Public Safety Foundation Awards ceremony at the Mt. Washington Hotel on 11/14;
- Attended the NHEDA meeting on 12/1, Addressed by-law changes;

- Attended the APCO-Atlantic Awards in Mystic, Ct. – NH911 Supervisor Abby Rider rec'd the Supervisor of the year" award;
- Participated in the 988 Coalition meeting on 12/4, discussed "Protocall's" change in service, (answering "Doorways" after-hours) and needed legislation for funding sources for the Access Point operations;
- Emergency Communications Center group meeting held Thursday, 12/4 – spoke about NHICNET, planning to enhance delivery of 911 data via NHICNET, as well as Disaster recovery scenario planning;
- FYI - The New Hampshire Enhanced 9-1-1 Commission meeting was held yesterday at the Fire Academy;
- Legislative update:

Bill Num	Title
HB 1055	Granting The State Board Of Education Rulemaking Authority Relative to Student Use Of Cell Phones and Personal Communication Devices In Schools.
HB 1129	Authorizing Superintendents or Their Designee to Allow Limited Use Of Personal Laptops and Tablets In Schools and Establishing That Such Use Is Exempted Under School Cell Phone Use Policies.
HB 1193	Naming A 911 Call Service Center In Laconia In Honor Of Bruce G. Cheney.
HB 1436	Relative to The Classification and Protection Of Personal Digital Information and Cloud-stored Files.
LSR 2493	Allowing The Department Of Education to Allocate Funds to Create A Database Of Maps Of Public Schools For Emergency Use Cases.
LSR 2638	Relative to The Enhanced 911 System Fund.
SB 423	Reestablishing The Commission to Study The Incidence Of Post-traumatic Stress Disorder In First Responders.
SB 537	Repealing The Authorization For The Public Utilities Commission to Approve Alternative Forms Of Regulation.

- Any questions, comments, concerns, please reach out...

E 911 Commission – (Chief Thomas) –

2025 calls are up slightly to a year to date total of 397,565 : September 36,837, October 35,698, and November, 32,974.

Last Quarter 1716 addresses have been added to the landmark points,825 road segments have been added. Continuing work on trails is up to 10,949 miles.

Communications assisted different functions and incidents:

9/22/25 Assisted NHSP with additional cellular coverage at an incident in Brookline.

9/19-9/21/25 Assisted Loudon Fire and Police at the Nascar Event.

Committed to training, educating and certifying emergency and community responders to protect the citizens and visitors of New Hampshire

9/25/25 Assisted Plymouth Police with an unsanctioned event.
10/10-10/13 Assisted at the Pumpkin Festival in Milford.
10/10-10/13/25 Assisted at the New Hampshire Regatta in Pembroke.
10/3/25 Lecture at the 201st Full time Police Academy on Communications and Interoperability
The Laconia Facility is on schedule, they are working on interior partitions now.
Telecommunicator Class Started on December 1st with completion mid February. This will make the total TC1 positions 40.
Working on Radio Interoperability with the Northern Border and the Piscataqua River area.
First Net had problems with the Deployables at Nascar, Pease, and Highland Games.
First Net needs Infrastructure Improvements to have more Public Service Agencies move over. There has been no money to
NH in three years.
New Hampshire is working with Boston Police for Interoperability along the MA Border.
Some communities are on line.
This will help with big events like Boston Marathon.

Forests and Lands – (Chief Sherman) – No Report

NH Information Analysis Center – (James Heinz-liaison) –

- Mr. Heinz gave a brief report on human trafficking.

Commission to study the Incidence of Post-Traumatic Stress Disorder in

First Responders – (Chief Watkins) – No report

Board of Fire Control – (Chiefs Clark/Emanuel) –

- Chief Emanuel submitted a note that the NH Board of Fire Control conducted public hearing on November 10, 2025 to review the State Fire Code - 2021 to 2024 Edition summary of proposed changes. A motion to accept the NHFMO recommend code change proposal was made, discussed, and passed.

NH Emergency Medical and Trauma Services Coord. Board – (Dep. Chief Paquette) – No report

National Volunteer Fire Council (NVFC) – (Chiefs E. Thomas/Cathy) – No report

EMS Trauma Medical Review Committee (Dep. Chief Clough) – No report

Building Code Review Board – (Asst. Chief Pouliot/Chief Reinert) – No Report

Manufactured Housing Installation Standards Board: (Chief Blanchette) –
No report

NH Drug Overdose Commission – (Chief Thomas) –

A meeting was held on December 8.

- Commission members were introduced.
- Approved the October 20 Meeting Minutes.
- Reviewed the Fatality Statistics.
- 2023 434 Deaths
- 2024 287 Deaths
- 2025 To September 30 193 Deaths
- Went into Non Public Session to review a case. Reviewed the case and recommendations from the study will be released in the future.
- Went out of Non Public for Adjournment.

New England Fire Chiefs – a Division of the IAFC – (Chief Jones) –

- Next year's conference is at Mohegan Sun the last week of August, 2026.
- IAFC apparel is on their website.
- They'll be rolling out the info on the SAFER grant shortly.

Old Business –

New Business –

Good and Welfare –

- Chief Emanuel reported that NHAFC presenters conducted two engaged sessions at the 84th Annual NHMA conference on November 19th entitled Contemporary Leadership and Personnel Challenges in the Fire Service and Strategic Planning for Emergency Services. Each seminar had between 35 and 25 attendees. Special thank you to Chiefs Hank Thomas, Mike Sitar, David Chamberlain, and Frank Fraitzl for joining me.
- Chief Emanuel co-hosted the Coffee with SHS Webinar (IAFC Safety Health & Survival Section) on Thursday November 20, 2025 to highlight men's health for Movember with special guest Nicole Sawyer. The recording is available at: <https://www.iafc.org/docs/default-source/1safehealthshs/coffee-with-shs---movember.mp4>

The raffle netted \$275. There was \$135 given in prizes (counted by Chiefs LaRoche and D. Chamberlain).

The meeting was adjourned at 1929 hrs.

Respectfully submitted,
Chief Brent T. Lemire, ret.
Executive Director, NHAFC

December 11, 2025