

#### NEW HAMPSHIRE ASSOCIATION OF FIRE CHIEFS, INC.

Working Together to Make a Difference

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## Minutes of a Virtual Meeting of the NH Association of Fire Chiefs

Thursday, June 12, 2025

Called to order at 0903 hours by Chief Watkins.

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

**Welcome from Host:** N/A

**INTRODUCTION OF MEMBERS**. ED Lemire read the roll of attending members.

**Special Guests:** Governor's liaison Stephen Pecora and Congresswoman Maggie Goodlander's representative Nick Brown joined the meeting today.

**Minutes:** A MOTION (Hoyt/Fraitzl) to approve the minutes of the May meeting, carried unanimously.

**Treasurer's Report:** Approval of the May reports will be deferred to the July meeting.

**Communications**: n/a

**Applications for membership:** Paul Zbikowski of the National Fire Sprinkler Association is a new Advocate Member.

## Life Membership:

## President's Report: (Watkins) –

- 1. DOS Leadership Call
  - Law Enforcement included now
  - Active Shooter / warm zone trainings
  - NHFSTEMS Director Wholey will be starting on Friday
  - Cancer Screening RFP's close to going out
  - HSEM is working on a Train the Trainer for Incident Command
- 2. Five Families meeting has been moved to the 26th at 9:30

- 3. I will not be able to attend the PTSD commission meeting on Friday
- 4. I have been appointed to sit on the NH Traffic Safety Commission

#### **Report of the Executive Director: (Lemire)**

- Attended the May meeting at Whelen in Charlestown, NH. Tours were excellent as was the meal. Thanks to Patriot Fleet Group for their generosity.
- The regular monthly July meeting will be a breakfast meeting at the NHFA at 0900 hours. We will have a brief presentation by the NHIAC entitled "Terrorism Recruiting (video) Using Fire As A Weapon.
- The August 6 BOD meeting will be at Primex and the monthly meeting will be on the 14 at the Town and Country Inn in Gorham. The seminar will be presented by Commissioner John Steere of Nashua.
- We've been accepted by Revo casinos for the Lebanon operation. Our dates will be July 10 to 19, 2025.
- I attended the Primex conference at the Omni Mt. Washington May 14-15.
- Chief Emanuel has been appointed by the Governor to serve on the BOFC, filling out Chief Hunter's term. Council confirmation is expected on the 18<sup>th</sup>.
- Former Nashua Asst. Chief Mark Wholey has been recommended by the Commissioner, nominated by Governor Ayotte, and confirmed by the Council to serve as Director of Fire Standards, Training and EMS. He starts Friday.
- Chief Don DeAngelis of Epping is retiring and will vacate his position on the Fire Standards and Training Commission (Career Chief). We have advertised for interested candidates and the deadline for replies is June 27.
- Ad book proceeds to date: Total: \$19,515.00; Vendor: \$13,660.50; Assn: \$5,854.50.

#### 1st Vice President Report (LaRoche) - No report

#### Government Relations - (Schmidt) -

Adam described the negotiations ongoing at the Legislature and referenced the chart of 80 or so bills that we're following. He noted that the legislature will have to finish in two weeks. Chief Sitar mentioned that we needed to keep pressure on the Insurance department to follow the letter of the ambulance legislation.

**2**<sup>nd</sup> Vice President Report (Hunter) –

**Sgt. At Arms (Chamberlain)** – No report

## **Committee Reports**

**Scholarship Committee – (Marshal Toomey) –** Application period is open and closing date is July 1.

## **Division Reports**

<u>Fire Marshal:</u> (Marshal Toomey) <u>ADMINISTRATION:</u>

#### Personnel:

Nicole Lutz has been promoted to District Chief in the Bureau of Investigations, effective May 30th.

Steve Dunn has been promoted to State Building Inspector in the Bureau of Safety and Construction, effective May 30th.

We are currently in the process of recruiting for two positions: A part-time Outreach & Education Specialist, and a part-time Hazardous Materials Coordinator.

<u>Legislation:</u>

<u>The Legislative Session is wrapping up and Committees of Conference are being formed to address any amendments.</u> The following are highlights of a few of the priority bills we were watching:

HB 134 Relative to the state building code
Bill updates the electrical code to the 2023 edition.
House has concurred with Senate amendment.

HB 179-FN Relative to hazardous waste accident fees Bill changes the \$1,000 one-time fee for non-payment. House has concurred with Senate amendment.

HB 428-L Prohibiting municipal amendments to the state building code Bill further limits authority of municipalities to amend the state building code. Headed to Committee of Conference.

SB 94 prohibiting municipal amendments to the state building code
Bill further limits authority of municipalities to amend the state building and fire
codes. This bill was retained in the House.

SB 95 Relative to youth recreation camp cabins and the state building and fire codes Bill prohibits automatic sprinkler systems for youth summer camp cabins/bunkhouses. Bill allows new structures to be treated per the applicable existing chapter in the Life Safety Code.

Sen. Pearl Moved to Concur with the House Amendment.

SB 188-FN Allowing independent permitting and inspections, and allowing local governments to authorize licensed engineers and architects to perform building code inspections

Bill expands third party inspections for building code inspections. This excludes the state fire code.

#### House OTP-A

SB 282 Relative to stairway requirements in certain residential buildings
Bill allows single stairs for means of egress for residential buildings up to 6 stories.
Bill was amended in the Senate to allow 4 story buildings in the building code to align with current fire code.

House Housing Committee has voted OTP-A out of committee.

#### **Board of Fire Control:**

The next Board of Fire Control meeting will be held on June 24, 2025, at 1:00 pm.

#### BUREAU OF INVESTIGATIONS:

<u>In May, we received 20 incident notifications resulting in 13 scene responses. The Bureau of Investigations currently has 11 open arson or suspected arson investigations.</u>

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

- On May 11, investigators responded to Bradford to assist with the investigation of a fire where the occupant sustained serious bodily injury. The fire originated from a candle and was an accidental fire. The patient was transported to Boston for further treatment.
- On May 12, investigators and a K9 team responded to Kingston to assist with a fire investigation. The cause is suspected to be from the stove top and was accidental.
- On May 12, investigators responded to Rollinsford to assist with a reported gas explosion from a cooking appliance.
- On May 13, investigators responded to Ossipee to assist with a structure fire. The fire most likely originated from improper disposal of smoking materials which led to an accidental fire.
- On May 14, investigators and a K9 team responded to Newton to assist with a fire investigation. The investigation identified the fire to be incendiary. Investigators sought out an arrest warrant and subsequently arrested the suspect on May 16.
- On May 17, an investigator and a K9 responded to Westmoreland to assist with a fire investigation. The fire started from a source on the exterior of the building and then spread into the structure. The cause of the fire remains under investigation at this time.
- On May 18, investigators responded to Rochester for a fire investigation where there was serious bodily injury to one of the occupants from the fire. While the cause of the fire remains under investigation, no criminal indicators have been identified at this time.
- On May 21, investigators responded to Bradford to assist with an investigation into a basement fire. While the cause of the fire remains under investigation, no criminal indicators have been identified at this time.

- On May 24, investigators responded to Allenstown to assist with a fire investigation. The cause was a chimney fire and was classified as accidental.
- On May 28, investigators responded to Farmington to assist with a fire investigation. The cause of the fire was an electrical issue and was classified as accidental.

#### <u>Fatal Fire/CO Incidents:</u>

- On May 3, investigators responded to a fire involving a camper in Concord, which resulted in the death of a 25-year-old male occupant. The cause of the fire is currently under investigation, and there is no evidence to suggest that it resulted from a criminal act. FMO worked in conjunction with Concord Police and Fire Department for this investigation.
- On May 4, investigators responded to a carbon monoxide exposure incident in Windham, which resulted in the death of a 33-year-old male. The cause of the exposure was self-induced and ruled to have been a suicide. FMO worked in conjunction with Windham Police and Fire Department for this investigation.
- On May 21, an investigator responded to a carbon monoxide exposure incident in Dummer, which resulted in the death of a 79-year-old male. The cause of the exposure was self-induced and ruled to have been a suicide. FMO worked in conjunction with New Hampshire State Police and Dummer Fire Department for this investigation.

#### Youth Firesetter:

• One YFS referral was received in the month of May.

#### **Training/Committees:**

• <u>BOI members attended the New England Fire Investigation Seminar at Saint</u> Anselm College. This year's focus was on fatal fire investigations.

The New Hampshire State Fire Marshal's Office requests that all fires resulting in serious bodily injury be reported immediately at the time of the incident. Timely reporting enables collaboration with involved parties to determine the necessity for a response and subsequent investigation.

To report an incident during regular business hours, you can reach the on-call supervisor at 603-223-4289. For incidents after hours or on weekends, please contact New Hampshire State Police Communications at 603-223-4381. They will notify the on-call supervisor, who will then get in touch with the reporting party directly.

#### BUREAU OF BUILDING SAFETY & CONSTRUCTION:

#### **State Building Permit System:**

We processed the following permits in the month of May:

- <u>Building: 38</u>
- Electrical: 25
- Plumbing: 6
- Fuel Gas: 2
- Mechanical: 8
- Fire Protection: 3
- Fire Alarm: 5

#### Technical Assistance, Educational & Healthcare Reviews:

We initiated 2 educational and 10 healthcare plan reviews, completed 247 inspections and 241 technical consults in the month of May.

#### Variance Requests:

We processed 15 variance requests in the month of May.

#### Fireworks Safety and Enforcement Program

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

- Proximate Licenses Issued: 0
- <u>Display Certificate of Competency Issued: 2</u>
- Consumer Fireworks Retail Store Licenses Issued: 8
- Explosive Magazine Inspections: 4
- Proximate Audience Inspections: 2
- Technical Assistance: o

#### Modular Building Program

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

- <u>Inspections: 16</u>
- Audits of Manufacturers: 0
- Audits of Educational Facilities: o
- Labels Issued to Manufacturers: 207
- Units Shipped to New Hampshire: 2

#### Tramway and Amusement Ride Safety

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

- Amusement Registrations: 184
- Amusement Inspections: 235
- Amusement Incidents: 0

- Tramway Registrations: 14
- Tramway Inspections: 15
- Tramway Incidents: o

#### BUREAU OF OUTREACH & EDUCATION:

#### Hazardous Materials:

Hazmat has a new email! You can contact us at: hazmat@dos.nh.gov

In the month of May, our Hazardous Materials Coordinator attended training for Safety Suite software for Wide Area Air Monitoring. He presented training on the Emergency Response Guidebook to the Durham Fire Department and PEAC Software to the Nashua Fire Department.

<u>Our Hazardous Materials Coordinator is available for PEAC Software training for fire departments. PEAC is used for documentation of Tier II facilities and chemical storage.</u> <u>Training is also available on the use of the Emergency Response Guidebook.</u>

<u>Hazardous Materials response, coordination and consultation is available through the on-call FMO supervisor.</u>

#### **Electric Vehicles and Lithium-Ion Batteries**

The council to study the impacts of electric vehicles, e-mobility devices, and the associated lithium-ion batteries hazards for first responder response, the environment, building and fire codes, life safety, and property protection continues its work. The interim report of the council was submitted to the Governor and General Court on November 1, 2024. A meeting was held on April 14<sup>th</sup> at 1:00 pm.

Have an EV or lithium-ion battery incident to report? Please fill out this form: Electric Vehicle (EV) and Battery Incident Reporting (office.com)

## **Incident Reporting:**

We continue to monitor the development of 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 is scheduled for onboarding in October 2025. Find more information and resources at National Emergency Response Information System (NERIS) (fema.gov).

Thank you to the departments who responded to our recent survey in preparation of NERIS! We've had about 70% of departments respond to the survey as of today. Reach out to NHFIRS Section if you aren't sure whether your agency has responded. If you have not completed it, please do so quickly.

Link to our NERIS Survey: https://forms.office.com/g/WBLdY7E8zc?origin=lprLink

#### **Key NERIS Resources:**

- User References
- NERIS Onboarding Checklist and Guide
- <u>Visit our website for more NERIS support and updates.</u>
- NHFIRS Incident Reporting Newsletter (quarterly)

Please reach out to our NHFIRS team for any incident reporting questions at <a href="mailto:nhfirs@dos.nh.gov">nhfirs@dos.nh.gov</a> 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):

Our latest edition of Risk Reduction Quarterly is out! It highlights community risk reduction efforts in Rochester Fire Department and includes links to free training opportunities for those working with older adults as well as fire & life safety messaging to use throughout summer.

You can sign-up for the newsletter directly 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



## PSTO Train the Trainer Event

Wednesday, September 24<sup>th</sup>
 9:00am-3:00pm
 Concord, NH



Falls are not a natural part of aging! The NFPA Steps to Safety™ Prevent Fire and Falls at Home program pairs fire and EMS professionals with community partners to educate older adults about home fire and fall safety through group presentations, home visits, and the creation of a local resource network. The approach is one that promotes independence, collaboration, engagement, and empowerment.

Kelly Ransdell, Director of NFPA Public Education is coming to Concord for a FREE full-day, in-person training. Space is limited to 100 people, so sign up today! More details to come!

<u>Registration Link: https://www.surveymonkey.com/r/STSNH2025</u> Outreach Events:

In May, we attended nine events across the state engaging just over 1,000 people! We partnered with Manchester Fire Department to provide fire & life safety education to spectators at the Fisher Cats' First Responders Night. We attended school events in Merrimack and Rochester, where students enjoyed learning about building codes, fire safety, and how K-9 teams work together to collect evidence after a fire. We participated in the Here to Help Career Fair, where many Berlin-area high school students completed building code tasks in our themed escape room. We also supported

Barnstead's Open House, and gave one Steps to Safety presentation for the Young at Heart group in Loudon.

During Home Fire Sprinkler Week, we partnered with Concord Fire Marshal, Paul Sirois and his team to demonstrate the value of home fire sprinklers with our side-by-side burn trailer. Throughout the event, we spoke with families and Lowe's customers about smoke alarms, creating home fire escape plans, and more! The event was captured by Michael O'Meara from Concord CCTV and available for viewing on YouTube. Later in the month, we joined New Hampton's Public Safety Day with multiple education activities, including the sprinkler demonstration trailer. These trailers show how fast





Interested in having the 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. Send your request to us at <a href="mailto:fmopubliceducation@dos.nh.gov">fmopubliceducation@dos.nh.gov</a>.

Want to know what resources we have available to supplement your event? Check out what is available to loan here: Equipment Loan
Public Education:

Our public education theme for this June is "Travel Fire Safety." As a member of the fire service, you know that fire safety is just as important when people are away from home. While there are fire safety regulations in place for hotels and motels, homes and apartments used as vacation or short-term rentals are not regulated to the same extent.

People in your community may not think about fire safety when they are on vacation or traveling for business. Use the messages and free materials from USFA's website to teach them about fire safety in hotels and in vacation and short-term rentals.



## **Training Opportunities:**

If you are interested in hosting a future session, or would like to suggest a future training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic, please reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training topic reach out to us at <a href="mailto:fmoundaintenants">fmoundaintenants</a> training to tr

## <u>Fire Standards/Training/EMS</u> – (Asst. Director Phillips) ADMINISTRATION

#### <u>Personnel</u>

- ➤ We have one vacancy for Program Specialist III (Education Technologist) of the Educational Technology section.
- ➤ We have two vacancies for full-time Fire Training Instructor positions. One candidate has been given a conditional offer.
- Rachel Larry has been hired as our Specialty Services Specialist (Mobile Integrated Healthcare) and started in late December.
- ➤ A final offer has been made to a candidate for our part-time Communications Specialist who begins on January 10<sup>th</sup>.
- > Peter Slayton has begun as our part-time Program Coordinator for EMS Education Assessment.
- ➤ We have one vacancy for our part-time EMS Compliance Specialist.
- ➤ We have one vacancy for our part-time EMS Vehicle Inspector Coordinator.
- ➤ We have vacancies for EMS Exam Coordinators.
- ➤ We have vacancies for EMS Vehicle Inspectors.

#### **Grants**

➤ We submitted our application for the 2024 AFG grant.

➤ The NH EMT Training Program funded by GOFFER has ended. NH Employment Security is in the process of finalizing all eligible reimbursements.

#### Special Projects

- ➤ The early detection cancer screening pilot program RFP is posted.
- ➤ The Raymond S. Burton Fire and EMS Training Facility infrastructure project continues to move forward.
  - Phase II which includes the heated garage and classroom building upgrades is underway.
  - No new classes or prop usages are being scheduled for this campus until construction is completed. Classes will be moved to other facilities in the area.
  - Work continues at this facility with weekly meetings taking place with all of the pertinent parties involved.
  - Ditches have been filled in for the winter. The area surrounding the "A" Building has been leveled and graded.
  - All equipment in the Admin/Classroom building has been removed and placed in storage so construction can begin in that structure.
  - Props and Equipment have been stored in connex boxes and the area immediately surrounding the White Building has been cleared in preparation for demolition.
  - Driveway markers have been installed in areas with holes, ditches, and uneven ground.
- ➤ We continue to work with the NH Department of Insurance on the Ground Ambulance Cost Reporting Program and Study as part of the recently passed SB 407. The final report is expected to be released in early January.
- > We continue to work on our website transition and improvements with NH DoIT. Much of this work is being done offline in preparation of a full transition to the new state web platform.
- > 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.
  - Details can be found on our website under the Recruitment and Retention link from the homepage.

## Legislative/Administrative Rules

- > The 2025 legislative session has begun. We are monitoring 15 legislative service requests (LSR's) and will review final language as it is available.
- ➤ The Fire Standards and Training Commission amended Fire rules relative to the Recruitment and Retention report and its recommendations were approved at the

December 19<sup>th</sup> Joint Legislative Committee on Administrative Rules (JLCAR) meeting. These rules now need formal adoption by the FSTC and Commissioner.

- ➤ The proposed Trauma Rules are working through the internal legal process.
- ➤ An EMS discipline and other various administrative rule changes proposal has been submitted to JLCAR. This proposed change is supported by the EMS Coordinating Board and would allow for deceased providers names to be removed the public listing, along with other various changes to the ruleset.
  - o There will be a public hearing on January 17<sup>th</sup> at 1000 in the second-floor conference room of the Department of Safety, 33 Hazen Drive, Concord, NH.
  - o The written comment period deadline is January 27<sup>th</sup> at 1615 hrs. and may be submitted to Marta Modigliani by fax to 603-271-1033 or email at rules@dos.nh.gov.
  - o Any questions, or if copies are needed, please contact Ms. Modigliani at <a href="mailto:rules@dos.nh.gov">rules@dos.nh.gov</a> or by phone at 603-223-3896.
- ➤ Interim provisional EMS License rules are on the JLCAR agenda on January 17<sup>th</sup> at the Legislative Office building in rooms 306-308 at 0900.
- Administrative Rules to make the full transition to ETA's and sunset the former process have been developed and are working through the internal legal process for submission to JLCAR.

#### Outreach

- > Staff members continue to attend various stakeholder and mutual aid group meetings and make department visits.
  - In December staff attended the Route 125's Chief's meeting, the Mt. Washington Valley Chief's meeting, and the Monadnock Area Fire Chief's Association meeting.

## Mental Health & Resiliency

- > The Mental Health Seminar for 2025 is scheduled for January 7-8, 2025 at the Richard Flynn campus in Concord. The content and presenters have been finalized and registration is open.
- > PTSD Documentary Film followed by a panel discussion sponsored by Sobriety Centers and Forge VFR, January 31st from 9-12 at the Richard Flynn campus in Concord.
- ➤ We continue our work in partnership with the Police Academy to develop a more comprehensive program for PTSD training utilizing experts from this field in development of the curriculum and delivery.
  - The Governor and Executive Council have approved a contract with Dr. Nicole Sawyer to serve as the mental health professional consultant on this project which is underway.

#### Fire Standards and Training Commission

- ➤ The next Fire Standards and Training Commission meeting will be January 9<sup>th</sup> at 1000 in Classrooms 5/6 in the dormitory building at the Richard Flynn Fire Academy in Concord.
- ➤ Fire 602 requires that each fire department supply the Commission with a current roster of all fire service personnel by December 31<sup>st</sup> of each calendar year. 75% of departments complied in 2023.
- > The NH Fire Standards and Training Commission has approved the written comment period to open through November 12, 2024 to January 11, 2025 for public comment on the proposed administrative update to the Airport Firefighter curriculum.
  - Public comment can be submitted at: <a href="https://nhfa-ems.com/fst-commission-curriculum-public-feedback-form/">https://nhfa-ems.com/fst-commission-curriculum-public-feedback-form/</a>. Public hearings were held on December 3<sup>rd</sup> at 1500 and 1700 hours.
  - You can find the curriculum information at <a href="https://www.nh.gov/safety/divisions/fstems/boards/index.html">https://www.nh.gov/safety/divisions/fstems/boards/index.html</a>
- > The NH Fire Standards and Training Commission (FSTC) seated volunteers for a curriculum development Visiting Committee for the new NFPA 1010 Firefighter I and Firefighter II standards. The new 1010 standard is part of the NFPA standards consolidation project.

#### **CURRICULUM**

- ➤ Accreditation: The five-year process of re-accreditation through the Pro Board has begun. The process involves completing a comprehensive self-assessment of the Division's policies and certification exam practices. This entire process culminates in a site visit from the Pro Board representatives to review all documentation.
- ➤ *Hazardous Materials*: The Hazardous Materials Awareness and Operations Level certification exams have been accredited by the Pro Board.
  - As of January 1st the new version of Hazardous Materials Awareness is available for self-enrollment through our online learning system.
  - Any person who completed Awareness and Operations within six months prior to Jan. 1<sup>st</sup> will have six months from the completion of their course to complete the previously accredited exam.
  - The Operations programs will be scheduled and delivered throughout 2025.
- ➤ *Fire Inspector*: The development of Fire Inspector and First Responder Inspector curricula has been tentatively suspended by vote of the Visiting Committee. It will tentatively resume in February.
- ➤ Firefighter I & II: The members of the Firefighter I & II Visiting Committee have been selected by the Fire Standards and Training Commission. The first meeting of the Visiting Committee was held on Wednesday, December 18<sup>th</sup> and the next is scheduled for January 15<sup>th</sup> at 9am at the Richard Flynn campus.

➤ Airport Firefighter: An administrative update of the Airport Firefighter curriculum is under way. No Job Performance Requirements (JPRs) changed when the old NFPA 1003 standard was consolidated into the new NFPA 1010 standard. This administrative update is currently available for the standard public comment period

#### **BUREAU OF FIRE TRAINING**

#### **Courses/Programs**

- Firefighter I
  - Litchfield January 21st
  - Keene March 10th (FF I & II)
  - Spring LRCC Class January 21st (FF I & II)
  - Spring Recruit School March 3rd
- > Firefighter II
  - o Epping February 19th
- > Technical Rescue
  - o Ice Rescue Newbury February 8th
  - o Ice Rescue Center Harbor February 22nd
  - o Swiftwater Rescue Boat Operations Goffstown, April 11th
  - o Swiftwater Level I North Woodstock, May 5<sup>th</sup> and Franklin June 2<sup>nd</sup>
  - o Swiftwater Level II Goffstown, May 7<sup>th</sup>
- Driver Operator
- > Hazardous Materials
- ➤ Module Deliveries
  - Firefighter II Vehicle Extrication Dalton December 6<sup>th</sup> (cancelled for low enrollment)
- > IAFF Fireground Survival
- ➤ Airport Rescue Firefighting
  - o Richard Flynn campus September 25<sup>th</sup>
- > "On My Time" Program
  - To date over 3,000 students have completed individual online modules and over 200 skills modules.
  - We continue to offer support and guidance to many departments participating in this program.
- > Special Programs
  - Doing it Right: Reducing Cancer in the Fire Service Train the Trainer Richard Flynn campus January 24<sup>th</sup> or Saturday January 25<sup>th</sup>, each day is from 0800-1600. Registration can be found at <a href="https://forms.gle/pUVCQYaCXNyXNSnk8">https://forms.gle/pUVCQYaCXNyXNSnk8</a>

- ➤ Electric Vehicle Training Resources
  - US Department of Energy, Alternate Fuels Data Center, EV Safety Training Resources for First and Second Responders
    - https://afdc.energy.gov/vehicles/electric-responders

### **Testing**

- Monthly Testing was completed this month for the NFPA 1001, 1002 and 1003 testing processes which includes administering the written and practical exams.
  - Monthly testing is the 2nd Tuesday of every month. Burton campus monthly testing is only in March, June, September and December on the Wednesday after the Flynn campus exam date. Submissions must be entered by the last day of the month before the month you wish to test.
- ➤ Electronic certification testing continues. We are working to streamline the process of collecting course completion data, verifying eligibility to test, scheduling candidates for exams, generating reports for results and remediation, and scheduling exam item validation.

### <u> Apparatus/Equipment</u>

- ➤ Engine Three is out of service, awaiting repair to pump valves.
- ➤ Utility One is out of service at Liberty International for a recall notice.
- ➤ Utility Five is out of service with a radiator problem. The repair date was pushed back to January by the repair facility.
- ➤ The Chevy Silverado S608 is limited to use on the Concord Campus.
- ➤ The Ford Pickup S609 is out of service until further notice as a result of an MVA.
- ➤ Three new trailers were delivered in December. A 16' Utility Trailer will replace the Forcible Entry trailer, and two enclosed trailers to replace our two SCBA refilling trailers. Our plan is to have them in service by the end of January.
- > All other Fleet Vehicles are in service.
- ➤ All hose testing at the Flynn campus has been completed with several lengths taken out of service.
- Hose testing at the Burton facility is scheduled for early this spring.

## Facilities, Prop Usage and Projects

- > The Derry Fire Department used the "B" Building on the Flynn Campus on December 11<sup>th</sup> and had the Forcible Entry Trainer at their station on December 17<sup>th</sup>.
- The Tuftonboro Fire Department used the Forcible Entry Trainer on December 12th.
- > The Berlin/Gorham SRT used the White Building at the Burton Facility on December 12<sup>th</sup>. This the last prop usage at that site until construction is completed.

#### **BUREAU OF CERTIFICATION AND SUPPORT**

#### **Courses/Programs**

- ➤ Instructor I/II/III Programs
  - Instructor I Manchester January 16th
  - Instructor I North Woodstock March 29th
  - Instructor I Richard Flynn campus Concord May 7<sup>th</sup>
  - Instructor II Virtual October 21st
  - Instructor II Virtual February 24th
  - Instructor III Virtual April 9<sup>th</sup>
- ➤ Instructor Professional Development
  - Designing Effective Curriculum Virtual February 25<sup>th</sup>, Richard Flynn campus February 27<sup>th</sup>
  - Developing Learning Objectives Virtual March 25<sup>th</sup> and Richard Flynn campus March 27<sup>th</sup>
  - Engaging Instructional Strategies Richard Flynn campus April 22<sup>nd</sup> and April 24<sup>th</sup>
  - Assessing Student Performance Using a Skill Acquisition Model Virtual, May 27<sup>th</sup> and Richard Flynn campus May 29<sup>th</sup>
- ➤ Fire Officer I/II Programs
  - Fire Officer I Richard Flynn campus Concord, February 4<sup>th</sup>
  - Fire Officer I Richard Flynn campus Concord, May 13<sup>th</sup>
  - Fire Officer II Virtual October 15<sup>th</sup>
  - Fire Officer II Virtual April 2<sup>nd</sup>
- ➤ Fire Inspector Programs
  - Fire Inspector I Portsmouth, January  $15^{th}$
  - Fire Inspector II Richard Flynn campus Concord, April  $3^{\rm rd}$
- ➤ Fire Investigator
- ➤ Warrants and Citations Richard Flynn campus Concord, November 13<sup>th</sup>
- National Fire Academy
  - Decision Making for Initial Company Operations Richard Flynn campus
     Concord, March 10, 2025
  - Incident Safety Officer Richard Flynn campus Concord, April 7, 2025
- Your Workplace has Changed: Fire Dynamics for Structural Firefighting

## Education Technology

- ➤ There is now a separate course tile in the course listing on the Resource Center to accommodate modular delivery.
- > An updated Stroke program is in development. This update will remove the current focus on an old Scope of Practice and Protocols.

- ➤ Work continues on the OB Emergencies program. Orientation, Prenatal Assessment, Normal Labor & Delivery, and Newborn Resuscitation are under SME review. The course is close to publishing.
- > FF I modules for Communications and Ventilation have been updated and are in final review.
- Safe Pediatric Transport is under final review.

#### **Instructors**

- ➤ The Fire Training Captains have been actively training and endorsing Instructors and Program Assistants in numerous classes and prop operations.
- ➤ The Division is always looking for highly motivated team members to become instructors. If you are interested in becoming and instructor, please contact Assistant Director Jeffrey Phillips at <a href="mailto:Jeffrey.r.phillips@dos.nh.gov">Jeffrey.r.phillips@dos.nh.gov</a> or 603-223-4213

#### CPAT

- ➤ There are (6) CPAT dates in 2025. We restructured the schedule of these exams to better span the entire year to make this test more aligned with department hiring needs.
  - February 3<sup>rd</sup> Concord New Hampshire National Guard-Army Aviation Support
  - April 22<sup>nd</sup> Laconia Merrill Fay Ice Arena
  - June 17<sup>th</sup> Laconia Merrill Fay Ice Arena
  - August 12 $^{\rm th}$  Laconia Merrill Fay Ice Arena
  - Additional dates TBA
- ➤ Department member assistance is needed for CPAT on testing days. Please confirm available personnel to assist with PC Nick Poulin at <a href="Micholas.a.poulin@dos.nh.gov">Nicholas.a.poulin@dos.nh.gov</a> prior to the test date to assist in planning.

#### **BUREAU OF EMERGENCY MEDICAL SERVICES**

#### **Boards and Commissions**

- ➤ The NH Medical Control Board meeting will meet at 0930 on January 16<sup>th</sup>.
- ➤ The NH Emergency Medical and Trauma Services Coordinating Board meeting will meet on January 16<sup>th</sup> at 1300.
- ➤ The NH Trauma Medical Review Committee (TMRC) will meet at 0930 on February 19<sup>th</sup>.
- ➤ The Privacy Committee will meet February 26<sup>th</sup> at 1300.

## **Operations**

- ➤ With final adoption of the Educational Training Agency ruleset as of April 30, 2024, the Administrative Packet for application can be found at on the Division website and Resource Center.
- > Initial EMS Instructor license applications are now available in Respond NH.
  - Interested individuals should start the application first and then you will be contacted.
- ➤ The EMS Simulation Training Program is active with ongoing open enrollment courses.
- ➤ There are currently 308 licensed EMS Units and 6,069 EMS Providers.
- > 31 ambulance and 5 wheelchair van inspections were conducted last month.
- ➤ Background checks are currently averaging 6 days for new applicants for licensure.
- > EMS Psychomotor Exams
  - o 4 BLS exams scheduled until May 31, 2025
  - o 5 ALS exams scheduled until May 31, 2025

## Courses/Programs

- Emergency Medical Responder (EMR)
  - The Winter 2025 Emergency Medical Responder (EMR) course will run from February 1, 2025, to March 29, 2025. There will be a two week break between orientation and the start of course work. This course will be a hybrid program consisting of both online and in-person instruction. Online lectures will be on Tuesday and Thursday evenings from 6:00pm to 9:00pm and in-person skills days on Saturdays from 9:00am to 4:00pm.
    - This program will be offered at the Richard Flynn campus in Concord.
    - Cost per student is \$895.00 for affiliated students and \$1,295.00 for unaffiliated students. (ARPA funding has expired)
- > EMS Continuing Education and Simulation Education
  - Neurological Trauma Richard Flynn campus Concord January 15<sup>th</sup>
  - Germs and Source Control for EMS Providers Richard Flynn campus Concord February 11<sup>th</sup>
  - Neurological Trauma Littleton February 15th
  - The CBRNE Patient Richard Flynn campus Concord February  $5^{\rm th}$  and Virtual February  $20^{\rm th}$
  - Pre-Hospital Trauma Life Support (PHTLS) Richard Flynn campus Concord March 21<sup>st</sup>
  - Adult and Pediatric Gastrointestinal Emergencies Richard Flynn campus
     Concord March 12<sup>th</sup> and Littleton Hospital April 12<sup>th</sup>

- NFA F0146 Supervising Emergency Medical Services Location TBA April 26<sup>th</sup>
- ➤ EMS in the Warm Zone Awareness, Operations and Rescue Task Force Concepts
  - The Awareness and Operations courses are available free to students on our online training platform.
  - The RTF Concepts class is a half-day in-person training that is also available. Grant funding opportunities are available.
  - We are developing the 2025 schedule for six open enrollment RTF courses.
  - If anyone is looking for this program, please contact Shawn Croteau at Shawn.A.Croteau@DOS.NH.GOV

#### Clinical Systems

- ➤ We continue work to support multiple initiatives including enhancing "Leave Behind" Narcan distribution, updating EMS Infection Control Best Practices in collaboration with DHHS and our education group, and reviewing EMS System Efficiency concepts.
- ➤ All EMS Bulletins can be found on our website at: https://www.nh.gov/safety/divisions/fstems/ems/bulletins/index.html
- > We continue our outreach and support to agencies for inter-facility transfers and mobile integrated health programs.
  - There are currently 15 MIH programs in NH.

#### **Data Management**

#### > NHESR

- If you would like to start using the New Hampshire Emergency Services Reporting System (NHESR), please fill out the form available at <a href="https://nhfa-ems.com/nhesronboard/">https://nhfa-ems.com/nhesronboard/</a>.
- We are preparing to restart the monthly EMS and Fire Reporting Users groups. Staff are currently developing a plan for more broad engagement, and determining topics and successful formats other states are using. We will be sending out a service survey shortly to get feedback for scheduling and other factors.
- 114 departments are utilizing the system for incident reporting.
- We have created several templates for reporting including an AFG Grant Checklist Report and a new ISO Audit Report.
- Anyone interested in the system can contact <a href="mailto:nhesr@dos.nh.gov">nhesr@dos.nh.gov</a> by email, submit a ticket at <a href="https://nhfa-ems.com/support/">https://nhfa-ems.com/support/</a>, or call 603-223-4200 and ask for a member of the data team to reach us.

### ➤ RespondNH

- The Division continues to expand the capabilities of the RespondNH system. As we are able to utilize this system and analyze more data it is important to have department roster information updated and current. Each department has the full capability to manage their own roster by adding new staff and removing those that may have left. Departments can do this at any time. For State level reporting information please fill out your roster information to include their status (career, call, or volunteer) as well as the duties they provide such as EMS care and/or fire suppression.
- ➤ EMS Instructor Initial/Reinstatement applications are online and available for licensing.
- EMS Instructor Renewal applications will be available online in early 2025.
- > EMS Units utilizing third party ePCR software are being encouraged to finish onboarding.
- ➤ Total EMS incidents entered into the system for 2024 were 266,564. *Compliance* 
  - ➤ There are currently 30 active investigations and ongoing cases.

### <u>Preparedness and Special Projects</u>

> Outreach events for AED consultations and orientation sessions continue.

# **Professional Development Committee** \_ () – No report Fire Standards and Training Commission – (Chiefs Clark/ ) –

The Commission last met on May 8<sup>th</sup> with a full agenda. The highlights of that meeting were as follows:

- 1. Commissioner Quinn presented Mark Wholey, retired from Nashua as his candidate for Director of the Division of Fire Standards and Training & EMS. After discussion the Commission unanimously recommended Mark Wholey as the new Director to replace Justin Cutting.
- 2. The Administrative Rules expire in 2027 and the Administrative Rules Committee is reviewing for any possible changes.
- 3. The Curriculum Committee requested approval to establish a Visiting Committee for Driver Operator which was approved by the Commission.
- 4. The Visiting Committee reviewing the Firefighter I and II curriculum have been meeting monthly. It is anticipated that the Visiting Committee will be making some significant recommendations to the Commission. Their minutes are available online and Fire Chiefs are well represented with 4 of the 7 available seats being Chiefs. If you

have concerns or comments concerning the work of the Visiting Committee or Firefighter 1 or Firefighter 2, contact one of the Chiefs on the committee:

- a. Chief Chad Miller Littleton
- b. Chief Jeff Currier Bartlett
- c. Chief Dana Cullen Center Ossipee
- d. Chief Tom Blanchette Loudon
- 5. It was reported that work on Phase 2 at the Burton Fire & EMS Academy continues at a good pace. Due to the extent of construction, training will not continue until the work is complete, but training is available off site. The project is expected to be complete in September. A Firefighter II class will be the first class to be offered.
- 6. Chief Yannuzzi of Newport, concerns about the required PPE that a candidate for CPAT not being small enough for female candidates is being worked through the IAFF.
- 7. There was discussion concerning Swiftwater Certifications and although the State's certification does not expire the provider of the training Rescue 3 certifications expire after 3 years. If expired, a student is not eligible to take Swiftwater Level 2 or Boat Operator. The issue was sent to the Curriculum Committee to review and report back to the full Commission.
- 8. Retired Chief Eric Wilking who represents the Federation of Fire Mutual Aid Associations term expires June 16, 2025, and will not be seeking reappointment.
- 9. Chief DeAngelis of Brentwood advised that he will be retiring which will create a vacancy for a career chief to represent the Association.
- 10. The NH Fire & EMS Committee of Merit award ceremony held April 13<sup>th</sup> honored Director Cutting and Retired Chief Wilking with the Commission's Award.
- 11. Next Meeting is September 4, 2025.

## NH Emergency Medical and Trauma Services Coord. Board – (Dep. Chief Paquette) –

The Coordinating Board met 1 week ahead of regularly scheduled meeting in order to facilitate

special guests, Commissioner Quinn, and Retired Nashua Assistant Chief Mark Wholey.

The Commissioner presented Retired Chief Wholey as the Candidate moving forward in the search for the next director of Fire Standards and Training. The Board moved and approved Mark Wholey as its recommended candidate for the position of Director. There was a protocol update approved by the Commissioner of Safety relative to the Baby Safe Haven protocol, it is now in the public comment period.

The Division has posted the FT compliance position.

Special recognition to the compliance team for clearing a lot of backlogged investigations, reducing the number of active investigations down from 50 to 12.

Legislative updates were discussed.

- (1) Bills that have been ITL'd: SB 130- Relative to establishing a commission to study delivery models for EMS in NH, HB 185-Relative to reimbursement rates for ambulance service providers, HB 183- Relative to reporting requirements for emergency medical services personnel, HB 559- Relative to staffing requirements in emergency medical transport vehicles.
- (2) Still in Progress: HB 725- Relative to ground ambulance services, HB 316- Relative to reimbursement for ground ambulance services, SB 245- Prohibiting surprise ambulance billing and regulating ground ambulance reimbursement, SB 202- relative to Alzheimer's disease and other related dementia training.
- (3) Ought to Pass: HB 133- Relative to the designation of emergency medical services performed by ambulance service providers as essential services, HB 59- Relative to the assault of a firefighter, emergency medical care provider or law enforcement officer

Upcoming protocol review at the July meeting scheduled for July 17.

National Volunteer Fire Council (NVFC) – (Chiefs E. Thomas/Cathy) – EMS Trauma Medical Review Committee (Dep. Chief Clough) – No report

Homeland Security and Emergency Management – (Director Buxton) – No report.

Commission to study the Incidence of Post-Traumatic Stress Disorder in First Responders – (Chief Watkins) – No report

Forests and Lands – (Chief Sherman) – No report

Board of Fire Control – (Chiefs Clark/ ) –

The Board last met on April 22<sup>nd</sup>.

Chief Scott Hunter, who had the municipal (career department) Chief position on the Board retired and Chief David Emanuel of Durham is the likely replacement.

There are numerous legislative bills being watched which could impact fire safety. These are detailed in the Marshal's Report. A significant initiative has been taken place to make homes more affordable through the legislative process. Although the focus this year appears to be mostly around zoning there continues to be a movement to relax codes.

The issue of youth summer camp sleeping cabins was addressed by the legislators and new sleeping cabins will be treated as "Existing" which does not require them to be sprinklered will likely be relaxed provided certain mitigation measures are provided.

The Board is concerned with the Legislators without a review by the Board making changes to the State Fire Code and is actively working with the Legislators on issues affecting the State Fire Code with the Marshal.

The Board held discussions concerning the increased Fire/CO deaths. Emphasis must be placed on having working detectors in every residence.

The Board received an update on the new fire reporting system NERIS which reporting will be required by the end of the year with rollout in the fall for NH.

A committee was formed to begin the review process for moving to NFPA 1 and 101 version 2024 as the basis of the State Fire Code so that it can be approved by the Legislators in their next term.

Although not with the Board's scope there was discussion concerning the unusual number of Chair Lift incidents this winter at ski resorts.

Next meeting is June 24, 2025.

Building Code Review Board – (Chief Conley/Asst. Chief Pouliot) – Chief Conley submitted a report for the minutes.

The May meeting for the NHBCRB consisted of some legislative discussions, something that is followed monthly. There are 24 of them, some of higher interest than others.

Next there were reports of the sub committees, given by the chairperson or vice chairperson:

- 1. IEBC
- 2. IBC
- 3. IRC
- 4. IECC
- 5. IMC/IPC/ISPS

Generally speaking, the sub committees should be wrapping up their reviews this month. They are looking to see if there is a change in cost or reduction in cost or neutral meaning no change.

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

#### **Division of Emergency Services and Communications – (Director Doyle)**

- Laconia Facility Update: Project has been fully funded, and Pre-Construction meeting has kicked off – ground breaking April 1st-ish;
- Genasys Emergency notification platform is up and running, If you are
  interested in becoming a POC for your community to use the ENS for local
  messasging, please let me know. The statewwide ENS system is offfered to local
  communities at no cost:
- Community Events reminder connect with our Public Outreach / Education
   Team for more info: Patrick Cavanaugh, 603-271-6911,
   <a href="mailto:patrick.m.cavanaugh@desc.nh.gov">patrick.m.cavanaugh@desc.nh.gov</a>;
- Social Media Updates:

(We recognized 14 Division employees for their longevity with the 911, amounting to 265 years of service!)



#### Media events:

In December, the Division of Emergency Services and Communications used its social media platforms (Facebook, X, and Instagram) to spread holiday safety messages and highlight various areas of the Division with the help of "Dash," our

elf on the shelf. Dash made appearances throughout the Division, bringing festive cheer to our posts. Every social media update during December featured Dash, making him the star of our holiday season content. His journey was a fun way to engage with our followers and showcase the Division's work in a lighthearted and creative way.

- Legislation update:
  - LSR filed for clarifying language to allow for transfers to Rapid Response;
  - Surcharge increase approved by the E911 Commission is in front of the PUC for review;
- Policy & 1-pager of "Best Practices" and for local messaging will be distributed to the membership this month as part of the minutes. If interested in becoming a local POC for Genasys, please reach out to me;
- KPI's (YTD through November 2024):
  - 99.66% of all calls answered w/i 15 seconds (exceeding NENA standard of 90% w/i 15 seconds)
  - Avg. Police/fire Transfer time = 49.7 seconds (exceeding NFPA Std. of 60 Sec.)
  - o Avg. EMD Transfer time = 125 seconds stable relative to last year
  - o Call volume @ 14.3% below last year's call volume
  - 481 Transfers to 988 / RRAP since July 2022 (Total for 2024 was @ 50% of 2023...121 vs. 256 transfers to 988)
- Any questions, comments, concerns, please reach out...

#### E 911 Commission – (Chief Thomas) –

- The Surcharge increase went into effect last month. This will generate \$400,000.00 per month in revenue.
- The Concord facility went down Friday evening at 1643hr. Laconia and one portable kit from Chief McCorry's home handled all the incoming calls.
- There will be a 4 th portable kit on line soon.
- Received 169,000 calls as of the end of May.

- E911 is down staff so the telecommunicators are at forced overtime.
- Telecommunicator resignations are due to mental health issues and forced overtime.
- Working with DCNR to name roads and number buildings at State Parks.
- NH CARES will come out to communities to do presentations of the system.
- Three Antenna Location generators have been upgraded from 25KW to 40KW.
   Also tank capacity has been increased for longer run time.
- All point-to-point microwave units will be upgraded within the next 4-5 months.
- Legislation has approved the transfer of 911 calls to 988.

## NH Drug Overdose Commission - (Chief Thomas) -

• Their report is ready to be released. They will approve the draft at the next meeting.

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

- He spoke of the upcoming session in July.
- He mentioned the increase in "lone wolf" arson terrorist attacks.
- Increase in infrastructure compromises.

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

NED-IAFC Conf/Expo will be held October 28-31, 2025 at Mohegan Sun.

#### Old Business -

Chief Emanuel will complete NHMA program submission to present on topics including Contemporary Leadership Challenges and Strategic Planning

- Leadership challenges: Emanuel, Chamberlain, Thomas
- Strategic planning: Emanuel and Watkins

Chief Emanuel also reported on the NHDOS Active Shooter Response Planning Group meeting on May 13, 2025

NH will be utilizing the ALERT program from Texas. Free asynchronous and online training. ALERT is based on data and utilizes NFPA 3000 ASHER program

- · C3 Pathways will provide training to NH. TTT for active shooter incident management training. Scheduling four incident management ASHE training courses will be provided to NH. HSEM will fund the training.
- · ASIM TTT program will be available in four locations Berton Fire Academy, Concord State Facility, Rockingham/Strafford County, Cheshire County.
- Goal to populate police, fire, & EMS trainers to build the foundation for the State in a way that may be sustainable for the future.
- LE is working to require mandatory LE ASHE training for annual LE certifications.
- C3 Pathways delivered the first advanced 3-day program that was conducted on May 20-23, 2025 at the National Guard facility at Pembroke Road in Concord.

#### New Business -

- Chief Cloutier asked if anyone has bought or used the new fire blanket for electric vehicle fires. The issues were caused by improper application of the blanket. Marshal Toomey added that they are giving off explosive gases and applying the blanket may induce an explosion. Caution is urged in application.
- Chief Yanuzzi asked for a clarification of the regulation on hiring as related to CPAT. Does a new hire from VT who passed their physical there have to take a CPAT here? Chief Watkins to check.

#### Good and Welfare -

- The 2025 Golf Tournament will be held at Lochmere CC in Tilton on August 11.
- Chief Emanuel thanked Brent and the BOD for moving the Board of Fire Control nomination to G&C today, anticipated confirmation on the 18th
- Chief Emanuel will be presenting at FRI in Orlando August 13-15 and at the IAFC NED conference in CT October 29-31
- Deb Pendergast stated that the NH Police, Fire and EMS Association benefits are available to all members who may be struggling.
- Chief Sitar stated that two members have submitted application for Credentialed Officer status. Applications should be in by August.

There was no raffle.

The meeting was adjourned at 0955 hrs.

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

June 12, 2025