



THE MARYLAND MUNICIPAL LEAGUE  
The Association of Cities and Towns



## Commission to Advance and Strengthen Firefighting and Emergency Medical Services Within Maryland

*June 20, 2023, 2 - 4 PM (EST)*

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**In Person:**

Ocean City Convention Center  
4001 Coastal Hwy,  
Ocean City, MD 21842  
Room 215

**Virtual:**

[Join on Zoom](#)  
Meeting ID: 860 1454 8649#  
Passcode: 202020#  
+1 (301) 715-8592,,86014548649#

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### Meeting Minutes

#### 1. Opening and Introduction

**The meeting opened at 2:05 PM. Dominic Butchko (MACo) called a roll of all currently known designees and established a quorum.**

**Robert Ruffins, Policy Director, Maryland Department of Labor, Division of Workforce Development and Adult Learning (DWDL) joined the Commission membership as designee for MD Department of Labor.**

**Logan Dean, Policy Analyst, Maryland Department of Labor, Division of Workforce Development and Adult Learning (DWDL) has been assigned to staff the Commission in accordance with SB414.**

#### 2. Selection of Commission Chair and Subcommittee Chairs

**Prince George's County Fire Chief Tiffany Green was nominated to serve as Chair of the Commission. The Commission unanimously approved the nomination of Chief Green as Chair.**

**Grant Walker, Vice President, Professional Fire Fighters of Maryland was nominated to serve as Chair of the Career Subcommittee. The Commission unanimously approved the nomination of Walker as Career Subcommittee Chair**

**Kate Loveless, Executive Director, Maryland State Firemen's Association was nominated to serve as Chair of the Volunteer Subcommittee. The Commission unanimously approved the nomination of Loveless as Volunteer Subcommittee Chair**



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### 3. Review of Subcommittee Memberships

A list of Commission members and Subcommittee assignments, as of 6/202/2023 is appended to these minutes.

### 4. Understanding the Workforce: Designing a Survey

Logan Dean, Policy Analyst, MD Department of Labor, proposed conducting a survey to assess the fire fighting and EMS workforces in Maryland. The survey would be modeled after a survey conducted by MD Labor with local correctional agencies and police departments in 2022. The survey would be administered voluntarily to participating departments, including individual staff members and volunteers. Commission members will work to design and approve the survey questions and delivery.

The Commission discussed important questions and issue areas of interest for the survey:

*Funding sources, investments*

*Volunteer side: grants for recruitment and retention*

*Diversity and inclusion*

*Mental and physical wellness*

*What current programs are used to recruit?*

*Incentive programs, bonuses*

*Retention of a volunteer into a career*

*High school programs*

*Age of volunteers and careers*

When the Subcommittees convene in July a survey will be designed and approved for release to participants. Anticipated survey release is early July, with responses due at the end of the month.

### 5. Overview of Upcoming Sessions

The Commission's general body will meet monthly from 12 - 2 PM on the fourth Tuesday of the month, unless otherwise posted. A full meeting schedule will be posted on the [MD Department of Labor website](#).

The Career Subcommittee will meet monthly from 12 - 1 PM on the second Monday of the month, unless otherwise posted. A full meeting schedule will be posted on the [MD Department of Labor website](#).

The Volunteer Subcommittee will meet monthly from 5 - 6 PM on the second Monday of the month, unless otherwise posted. A full meeting schedule will be posted on the [MD Department of Labor website](#).



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**Subcommittee meetings will be held virtually unless otherwise posted.**

**Commission members were advised that the Commission to Advance and Strengthen Firefighting and Emergency Medical Services Within Maryland is a public body subject to the Open Meetings Act (§§ 3-301 through 501 of the General Provisions Article of the Maryland Annotated Code). All meeting notices, agendas, and minutes of the Commission will be posted for public review on the [MD Department of Labor website](#).**

**6. Confirm Next Meeting: July 25, 2023 - 12 - 2 PM**

**An in person meeting option will be offered for the next upcoming general body meeting. The planned location is the Maryland Fire and Rescue Institute 4500 Campus Drive College Park, MD 20742.**

**7. Call for Guest Presentations and Best Practices**

**Members are invited to email Logan ([logan.dean@maryland.gov](mailto:logan.dean@maryland.gov)) with suggestions for recruitment and retention best practices. Logan will share resources with the group and contact potential guest speakers for future sessions.**

**A shared drive for file sharing will be established.**

**8. Meeting Adjourned**

**The meeting adjourned at 3:40 PM.**



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## List of Commission Members and Subcommittee Assignments as of 6/20/2023

Commission Members	
Organization (Designating Authority)	Member
Maryland Department of Labor (MD Labor)	Robert Ruffins, Policy Director
Maryland Fire and Rescue Institute (MFRI)	Stephan D. Cox, Operations Section Chief
Maryland Fire and Rescue Institute (MFRI)	Michael E. Cox, Jr., Executive Director
Maryland Institute for Emergency Medical Services Systems (MIEMSS)	Dr. Ted Delbridge, Executive Director
Maryland Municipal League (MML)	Angelica Bailey Thurpari, Director Of Advocacy & Public Affairs
Maryland Municipal League (MML)	VACANT
Maryland State Firemen's Association (MSFA)	<b>Kate Loveless, Executive Director</b> <i>(Volunteer Subcommittee Chair)</i>
Maryland State Firemen's Association (MSFA)	Jonthan Dayton
Professional Fire Fighters of Maryland (PFFM)	<b>Grant Walker, Vice President</b> <i>(Career Subcommittee Chair)</i>
Professional Fire Fighters of Maryland (PFFM)	Jeff Buddle, President
Maryland Fire Chiefs Association	Gerald "JJ" Lynott, President
Metropolitan Fire Chiefs Association	Joanne Rund, Chief of the Baltimore County Fire Department
Maryland Association of Counties (MACo)	Steve Theroux, Assistant Budget Officer, Anne Arundel County
Maryland Association of Counties (MACo)	<b>Tiffany Green, Chief of the Prince George's County Fire Department</b>



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	<i>(Commission Chair)</i>
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Career Subcommittee Members	Volunteer Subcommittee Members
<b>Grant Walker (Subcommittee Chair)</b>	<b>Kate Loveless (Subcommittee Chair)</b>
Jeff Buddle	Jonthan Dayton
Chief Joanne Rund	Dr. Ted Delbridge
Angelica Bailey Thurpari	Steve Theroux
Michael E. Cox, Jr.	Chief Tiffany Green
Dr. Ted Delbridge	JJ Lynott
Steve Theroux	Chief Joanne Rund
Chief Tiffany Green	Angelica Bailey Thurpari
Rob Ruffins	Rob Ruffins
	Steve Cox

**Commission Administrator:** Logan Dean, Policy Analyst  
Maryland Department of Labor  
Division of Workforce Development and Adult Learning