

**Executive Committee – Virtual – Meeting Minutes**  
**October 21, 2025**

**Attendance:** Pierce Womack, Jason Dennis, Mike Norket, Kevin Henson, Ross Vezin, Ben Waring, Ryan Eubanks, Terry Sheriff, Brad Kavetski, Billy Barnes, Charles Lamoreaux, Rickie Jenkins, John Bowers, Josh Holzheimer, Jennifer Thackston, Joe Palmer, Tian Grifieth, Rick Cramer, Jamie Caggiano, Jack Kirlin, Keith Minick, Jamie Helms, Brick Lewis, Brook Dennis, Zorrina Harmon, Ashley Boltin

9:00 am Call to order by President Pierce Womack

Invocation & Pledge of Allegiance Rickie Jenkins

Opening Remarks Thank you all for joining, we have had a lot going on in the last few weeks. We look forward to hearing committee reports. We have our quarterly meeting tomorrow, and we look forward to getting a building update.

***A motion made by Mike Norket to accept the minutes from September 17-19, 2025 as presented; seconded by Kevin Henson. All in favor.***

Committee Reports

Finance & Audit – Jamie Helms – Sent out final year end statement. Attention to the line item dealing with building, it shows over budget, because income came out of to cover closing costs from Schwab account, but the expense has to be shown in the budget.

Legislative – Mike Norket – Continue work getting ready for January start of the session. Working locally with our delegation, a lot of them sit on the budget groups. Helms – We met with Director Farr and Jonathan Jones last week to put on their radar what we are dealing with. Let them know we are still pursuing Pal 800. Putting in a request for Heritage Center & Educational portion of the building, SCFAST receives 375,000. We want to increase we have been handling the overages through reserve funds. We want it in their budget, but they think we should ask for it, and they place it in their budget per our request. Farr meeting with the EOB office. 2.5 million is what we are going to ask for the heritage center. Pal800 goal is to get back to the 33% level at least, if not more, on fully funding the system. We have a larger law enforcement support this year.

Advisory – Kevin Henson – We met on October 2<sup>nd</sup> at the Sheriff Association. All members were in attendance. 19 candidates all qualified, from the initial 19, 13 were selected to move to phase 2 for oral interviews on October 29th. At the November meeting, I will be bringing recommendations for approval.

4<sup>th</sup> VP – Ross – EMS, Training & Education, & Advisory sat in. Had a visit with Mark Smith, who is running for Nancy Mace's position in Congress.

Supervisory – Ben Waring – September 22<sup>nd</sup> met with Wagener FD and discussed issues they have had with past town admin and chiefs. Our next meeting is Tuesday in Lancaster. We are working with Calhoun County in Sandy Run. Mark Smith had a conversation, a big supporter of the Fire Service, and I filled him in on some projects going on. He wants to set up a meeting with this association. Looking for a one-pager of talking points for the heritage center.

Member Benefits – Ryan Eubanks – We have not met formally since the last meeting. We will meet November 3<sup>rd</sup>. We continue to work on Marketing & Calendar in the back ground, and Z has received quotes for death benefits.

Training & Education – Terry Sheriff – Registration for the Improvement conference is going great. A few classes are sold out already, and a few have only a few spots left. Members only could register in the month of October, and on November 1<sup>st</sup>, non-members will have an opportunity to register for a cost if there are any slots available. Last week T & E met with 4<sup>th</sup> VP in attendance, reviewed 208 submissions for 2026 Fire – Rescue, and we will work with DPH on CEUs for the national registry credits. The Fire Academy advisory will meet on November 12<sup>th</sup>. The Training Officer Academy working group has come up with a scope and purpose. Looking at publishing a survey for training officers so we can fine-tune job tasks.

Strategic Planning – Billy Barnes – We have not met, we will meet next month. Working on end of the year reports for the Strategic plan will have those out by December.

Bylaws – Charles Lamoreaux – Reviewing the bylaws but have not met in person this month.

EMS – Kevin Crosby not at meeting – Womack said they are working on the EMR program and potential changes, and will get a more formal report on that next month.

Chaplain – Rickie Jenkins – our committee has not met this month, but will be meeting in November.

Heritage committee – John Bowers – August 26<sup>th</sup> met with the full committee. Did a walk-through of the new facilities. We are currently reviewing our collections and looking forward to fostering the continued energy. In November, Bowers will be traveling to the Heritage Museum conference in Arizona.

Recruitment & Retention – Josh Holzheimer - October 8<sup>th</sup> met via Zoom, went over the IAFC toolkit. Meet again on Nov 17<sup>th</sup> at the office. Working with Terry Sheriff & Rick Dunn on A recruitment and retention class for conference or a summit.

Technology & Communications- October 16<sup>th</sup> – Ready Op meeting and looking to use it for possible surveys. Coordinating with Brick on email delivery issues. We are looking at Group

Mapping and how we can get that integrated into preplans and drone technology. Our next meeting will be October 20<sup>th</sup>.

OSHA Rewrite – Joe Palmer – Beta test has been done with the fire side, I encourage you to read it specifically, and don't jump to a conclusion, subpart A traveling and sharing with the state.

Sub part B met for 16 hours and process of putting together our EMS database. Between now and Nov 7<sup>th</sup> I ask you to provide myself and Director Helms with any individuals who would like to participate in Sub part B EMS. My vision for time frames for subpart B is moving forward. Lots of conversation amongst this committee and other organizations of EMS. The last 2 sections are Law Enforcement & Special Ops groups, they should be a little easier. We have not begun work on those 2 sections yet. Kevin Crosby & Henry Lewis had a conversation last week. They didn't think this OSHA standard would go anywhere, they were hesitant that it was going to go away. Now, they are questioning why they aren't part of the process. They are planning to send us a list by middle of the week of who they want to be a part of it. They were offered early on and continue to have that offer; they have board members who were part of the process. We did have an internal fire service and EMS association internal to their side. We will pick a date around the first of the year to go through the document and deliberate, and give direction on how we want to move forward. To do a where we go from here, do we wait for a federal standard, or do we go with a product we have on a state level, which makes it easier for our state? We need to go through the positives and negatives.

Officer Section – Tian Griffith – has met with our staff every month since the conference. Doing a lot of October 3<sup>rd</sup> welcomed family to the officer academy graduation. Application is open for 26 -01. We had 1 dropout and graduated 24 in 2025. The next meeting is on October 30<sup>th</sup>. We got our swag and look forward to getting that across the state.

SCFIS – Rick Cramer – Met in September. We as a board voted on two versions of a budget in case we are not successful on the cancer bill. We had a successful year, and we voted to give \$50,000 to the new building fund project. The Cancer RFP should be out shortly, and we are prepared to respond to it. Memorial Service Feb. 21<sup>st</sup>, family letters went out last week. Virtual meeting planned for November 18<sup>th</sup>.

Foundation – Caggiano – No report meeting later this week.

NVFC - Jack Kirlin – Sept 22 – 24 in South Dakota, received updated on OSHA talks with IAFF are still ongoing. Housekeeping items are still moving forward with OSHA, just waiting to hear from it. NVFC is hiring a lawyer to sit in on the talks as well. We are look forward to hearing more of the report in the near future. Keith will circle with Holzheimer on grants that are available.

Staff Reports

Zorrina – PRS – formation of the change, we are now a consulting firm, a few more compliance items before the end of the year. If there are resumes, we will accept first of the year, and we will provide services

Ashley Report – Our team continues to work hard.  
Most of Rick's items have already been addressed.

Carter Jones

- Working with the Heritage Committee on ideas for the new museum.
- Continues to write oral history and attend events such as Clover 100 year anniversary, Camden Fire Prevention.

Kim Bowman

- Kim is working to schedule a retirement trustee meeting to address some of the recurring issues folks are having with the Milliman Retirement System.

Greg Bulanow

- The Leadership Institute went to Pierce Manufacturing this month. All attendees were able to go. This was a great experience and the group took away a lot.
- The Advisory Committee reviewed the 19 Leadership Applications for the 2026 class that were submitted. They have narrowed down to Phase 2 interviews. Those interviews will take place on October 29<sup>th</sup>.

Fire – Rescue

- Exhibitor Registration Phase 1 opened on October 1<sup>st</sup>. This is for exhibitors who were with us last year, and then on November 1<sup>st</sup>, it is open to the public. So far, we have collected about \$85,000.
- Exhibit Hall layout, we currently do not have any booths in the hallway. We rearranged a little and were able to put everyone inside the exhibit hall. We are aware that construction will be taking place during our conference along that front hallway and possibly in the front part of the Hall of Fame area.
- Tomorrow at the Anderson Civic Center, we will host our fall quarterly meeting. Our guest speaker is Brian Marcos, from Smyrna (GA), "Hardwire Excellence into Your Culture (Based on a True Story)!" we will begin at 10:00 am. 77 Registered / 40 Dept. Represented
- Lastly next months meeting is virtual and a week later than normal.

Brick Report – Database down on November 10<sup>th</sup> week as we progress to the new cloud version.

We plan to have a work session with the burn children's fund to put together comfort kits to help restock their supply.

SCFAST – Patti and Team are out and about attending to the needs.

PCIS event November 10<sup>th</sup> – 12<sup>th</sup> in North Myrtle Beach – many have signed up

Mile in our Boots – April 16<sup>th</sup> -19<sup>th</sup>. – Colleton County.

Jana sent out October 1<sup>st</sup> over 1,000 invoices for dues and membership fees.

Jeff Allen – busy with fire prevention month, Chesterfield, Clear Springs, Turkey Creek, Allendale, Irmo with sign trailer & burn pods. Also continues to give updates at county meetings.

Kim V – working with IBC on the upgrade of our cloud-based version of our Database.

Brook – Communication report – UNC motion science institute, we have shared their surveys. Impact of Cancer-related fatigue is this year's survey. Fire Officer Academy applications close at the end of the month. The FSIC registration process is going smoothly. Zach is working on a video with Zorrina. We will be on the road a good bit before the end of the year. The training officer academy survey is going out. Building stuff, & Awards.

Jamie Helms – Retirement – System is Clunky and is working to correct the problem with Milliman. Scheduling coordination with departments that are experiencing issues, and we will be bringing them in for a meeting.

Golf tournament registration is ready to go. Exhibit Hall, some changes to adjust the IMT Team as well, to free up a classroom. Lastly, Jonathan and I implemented of definitions of a fire department. Working through minor issues makes sure the intentions are the same and on the same page.

Womack - The retirement side needs to do an update after Kim was working with the attorney on forms. This meeting needs to be in person solely because of the deep concerns that these fire chiefs have, and the forfeiture language for the plan document.

Health & Safety - Brad Kavetski – presented at the fire officer academy on cancer, and the committee meets next week.

### **Old Business**

Depositions – Jeff Oswald & Kim Bowman – had to give depositions in a wrongful termination lawsuit from one of our departments, the individual was a part of the 1% group. Kim worked for Toledano at that time, and they have completed them and Brick & I listened in, and our attorney as well. At this time looks like it is just a fact-gathering information session, no ramifications on 1%. At this time, the matter is closed for us.

Building Update – Jamie Helms – Current building 111 Westpark in process of getting ready to hit market, but in the process, we had a hot water heater flood the back half of our office, copy room, kitchen, hallway, small conference room, and bathrooms. Insurance is coming in for the damage on what the adjustor found and what they are going to cover. They did pick up the hot water heater claim, waiting on the floor claim. We may get some funds to put new flooring down. Relator pictures are on hold, to sell this building. We are moving forward with draft documents, some of which we have talked about before, we are still adjusting brain storm ideas. We will fine tune and get ready here soon. We can talk more about it tomorrow or our next meeting. Document ready to go for the state house, to be presented to the Richland County folks. New signage for the future home of our site. Architect is finishing up options of what the front of the building could look like. Front

entrance and door designs, maybe bring front of the building bay doors out a little, maybe a facade to have the same look. Hope to have the drawing this week, maybe. We will work on putting together a 1 page flyer for the legislative ask. We are going to reconfigure some of the giving levels.

Look at possibly moving some of the history and heritage stuff to the annex building this is a good opportunity to spread out and catalog things. Let them get engage and start working through it. Do need to discuss if we want to get the annex building sprinklered before we get to deep in. Design Group, what are your wishes and wants. Some of that may be virtual. Pierce manufacturing boardroom overlooks the blue floor, maybe something to think about ours could overlook the museum. Construction and fundraising plan the 4 sub groups, everyone has had time to review it we are looking for a thumbs up to move forward. No opposition so we will move forward with getting those groups together. If something comes up we can address it as it goes.

Pierce ask if the existing building is on hold until we hear from insurance. The Executive Director's office, they pulled the hardwoods up so we will see if they agree that that needs to be replaced as well because of continuous flooring. Once we get done, we will get it on the market.

Quarterly meeting Update – tomorrow at the Anderson Civic Center start time is 10:00 am, we will have our guest speaker, lunch, and then a business meeting.

### **New Business**

4<sup>th</sup> VP announcement, we have received a letter of intent and signed notification of the process. From Mr. William Barnes from the Mount Pleasant Fire Dept. He will be announcing tomorrow. He is our only candidate that had reached out to us now. William "Billy" Barnes made a few comments.

Congratulations to you Mr. President, along with Greenville & Pickens County, for your Barrett Lawrimore Regional Cooperation award you won through the association of counties.

Ross - Beaufort County Chief Association gave a \$2,500 donation and wants to challenge other chief associations to match our donation for the new building.

Playbook review for November by Director Jamie Helms.

Next meeting, November 18<sup>th</sup>. start time 10:00 am, Virtual via Zoom.

***Motion to adjourn Mike Norket to adjourn at 10:52 am; seconded by Ross Vezin. All in favor.***

### **Online Reports**

**EMS** - Generated by AI. Checked for accuracy by Kevin Crosby. SCSFA EMS Committee Meeting on October 13, 2025 @ 1000. Meeting notes: SCEMSA Info: • Women in Healthcare Summit: Henry announced the upcoming Women in Healthcare Summit on October 29th at Riverbank Zoo, which will include participants from various healthcare sectors, including hospital settings, nursing, and EMS. Henry mentioned that there are still about 10 registration spots available for the summit. He encouraged the team to spread the word to anyone who might be interested in attending. • Rural Health Transformation Fund: Henry discussed the submission of over a billion dollars in requests for the Rural Health Transformation Fund. He highlighted the collaboration with the South Carolina Office of Rural Health, South Carolina Hospital Association, and South Carolina Primary Healthcare Association. The focus of the funding requests is on community-based systems of care, aiming to find creative access to funding for programs that expand community paramedic services. • Community Paramedic Program: Henry provided an update on the state plan amendment being worked on with the state HHS office to allow for greater reimbursement and compensation for treat-in-place as a developmental program for Community Paramedic, specifically in the Medicaid space. Henry mentioned that the team should know the status of the amendment by the end of the week or the beginning of next week. • Emergency Manager & Education Program Director Positions: Henry announced that interviews for the emergency manager position are scheduled for this week, with an announcement expected next week for both positions. This will be the final staffing expansion for the foreseeable future. SCFA Info: • Fire Academy EMT Recruit Class: Kevin provided an update on behalf of Richard Naugler, mentioning that the Fire Academy is ramping up for another EMT recruit class in January. They currently have an 81% first-pass rate for NREMT and have certified 190 individuals so far this year. Currently six classes running at this time across the state. • Educators Event: Kevin discussed the postponed/canceled educators event and mentioned that the Fire Academy is looking for presenters or ideas for presenters. He encouraged the team to provide feedback or suggestions for the event. Stop the Bleed Campaign: • Henry mentioned the Stop the Bleed campaign, which is queued up for funding requests and grant applications. This campaign will be the first one submitted by the EMS association in partnership with the Firefighters Association. • Working on second part of the campaign to outfit entire departments after training has been conducted and initial kits received. OSHA Meeting Update: • Kevin and Julie discussed the recent OSHA meeting and the need for more representation from various EMS groups. They emphasized the importance of having a diverse group to ensure that the document being written impacts all EMS agencies fairly. Instructor CEU Opportunities: • Kevin and Julie discussed the lack of instructor CEU opportunities and the need for more offerings. They suggested partnering with the EMS association, Fire Academy, and Firefighters Association to provide more opportunities for instructors across the state. Julie mentioned that some online webinars could be used to provide CEUs, although they may require payment for non-members. • Discussion also had to explore the possibility of taking the new instructor orientation from DPH due to limited offerings across the state. This could be offered through SCSFA, SCEMSA, and SCFA. DPH Concerns: • Henry expressed concerns about the Department of Public Health (DPH) and their lack of communication, accountability, and transparency. He mentioned the need for a formal

guiding document for investigations and enforcement actions and highlighted the issues with staffing and structure within the DPH. • Regulation of EMR: Kevin shared a conversation with Jon Jones at DPH while at the SCEMSA Leadership Conference about the potential regulation of EMR and the push for standardization. He expressed concerns about the potential negative impact on agencies that may not have the resources to meet the new standards, potentially affecting their ability to respond to emergencies. o Jon believes that standardization will prevent agencies from operating without proper guidance and ensure a higher level of care across the board. • Licensure Fees: Kevin mentioned that Jon is considering implementing licensure and re-licensure fees for EMS agencies. • Future Statute and Regulation Updates: Kevin and Henry discussed the need to open the statute before making any further regulation updates. They suggested working on a draft document to present to the executive committee and the EMS association for feedback and collaboration.

#### Executive Committee Action Items

Follow-up tasks: • Stop the Bleed Campaign: Submit the Stop the Bleed campaign funding request and grant application as soon as the funding process opens. (Henry) • Educators Event Presenters: Email suggestions for presenters for the rescheduled educators event to Kevin. (All participants) • OSHA Meeting Attendance: Attend the OSHA meeting virtually tomorrow and provide updates to the group. (Kevin) • Instructor CEU Opportunities: Meet to discuss options for more opportunities across the state. (Kevin, Julie, Henry)

**NVFC** - The National Volunteer Fire Council (NVFC) Board of Directors held its annual Fall Conference in Rapid City, SD, on September 22-24, 2025. Among those in attendance were 60 directors from 39 states, including Jack Kirlin and Keith Minick. During the conference, the board discussed the status of the proposed OSHA Emergency Response Standard and next steps, as well as approved the framework of the organization's five-year strategic plan. The board also received updates on NVFC projects, partnerships, and initiatives and reviewed proposed changes to the organization's bylaws. The National Institute for Occupational Safety and Health recognized the NVFC as a National Firefighter Registry champion for the Council's partnership and support of the Registry. Several committees met to tackle critical issues impacting the NVFC and the nation's volunteer fire and emergency services, including health, safety, and training; recruitment and retention; legislative; standards and codes; wildland; and more. In addition, the EMS/Rescue Section held its biannual meeting. Jack Kirlin serves on the Homeland Security Committee and the OSHA Task Force. Keith Minick serves on the Death Certificate Working Group and serves as peer review for Nutella, State Farm, and STEPR Grants.

**Training & Education** - T & E Committee: The Committee met on 10-15-2025 to review the 2026 Fire-Rescue Presenter submissions. Received 208 submissions and selected several from various instructors (in-state instructors and national stage instructors) and a variety of topics to provide at Fire Rescue 2026 for all our members. Several submissions will be shared with the EMS Committee to review. Staff will begin working within the budget and once a draft is completed, it will be provided to the President and EC to review. Once approved, the submissions will be sent to SC Department of Public Health to identify which



classes can be used for NREMT CEU's. FSIC 2026: The registration process is working great. A total of 14 classes (Hands-On & Classroom) offered and Truck Company is sold out. Several other classes are close to being sold out with 1 - 3 slots left. Quarterly Training: Wednesday, October 22, 2025 from 10 - 3, Training and Business meeting in Anderson. Will have Chief Brian Marcos speak and present his "Hardwire Excellence into Your Culture" program. SC Fire Academy: 1. Campus will be utilizing, during the current recruit school, complete digital, online process for students and instructors. Instruction, books, evaluations, grading, and end of course completions will be conducted online. 2. Emails should have been received regarding the Accredited Confined Space Class delivery that will be temporary suspended in order to conduct 3 Instructor IOW's in January - February. Once an instructor completes the IOW, they have 3 different opportunities in March - May to complete their apprenticeship. 3. IFSTA Representative will be in attendance at the next SC Fire Academy Advisory Committee meeting on Wednesday, November 12, 2025 @ 1000. Training Officer Working Group: Group met 10-07 and 10-16 to approve the Purpose/Scope document for the program. The group also reviewed and made changes to the Duty and Task list document. Once the document is approved by the group, a survey will be created and sent out to Training Officers to rank and provide additional feedback of duties and tasks that they complete. This information will be crucial to complete what may or may not need to be included in the Program.

**Advisory** - Review of the Leadership Institute applicants for the 2026 program. This meeting was held at the SC Sheriffs' Association due to a water leak at the SC Firefighters' Association office. The group reviewed 19 total applicants including their essay responses, applications, resumes, and letters of reference. The advisory committee invited 13 candidates for phase two (interviews) on October 29th.

**Recruitment & Retention** - Discussed Recruitment and Retention - Shared the IAFC's Recruitment and Retention Tool Kit. Challenged each member to share with their department in an effort to increase the data from South Carolina. Also, discussed possibly brining recruitment and retention coordinator class and Mentor class to Fire Rescue 2026. Have connected Rick Dunn and Terry Sheriff with staff from IAFC to coordinate best options. Talked about having members of the committee going out and getting in front of various associations and groups through out the state to help spread the word and gather information. Talked about how we can support the CTC's in each area to build a pool of volunteers and career firefighters. We also discussed separating Retention and Recruitment. Each member is supposed to come back to our next meeting and have 5 items for retention and 5 items for recruitment that we can do to improve each. Chief Kunitzer is working to build an 8 question survey for retention and we will finalize at our next meeting in November. Next meeting is Monday, November 17, 2025 at 10 am at Association Office.

**Conference Experience Committee** – No meeting

**Health & Safety** - Presented firefighter cancer program to FOA 25-02. UNC Motion Science Institute is conducting research on Cancer-related Fatigue Among Firefighters in Remission and looking for survey participants. More info can be found at <https://exss.unc.edu/motion-science-institute/ryan-lab-group/the-impact-of-cancer-related-fatigue-among-firefighters-in-cancer-remission/> Committee continues to work on updating website with fresh/relevant information and plans to meet next week.

**Member Benefits** - Review of member exclusives and improving marketing/messaging to membership, investigation of potential death benefit improvement, investigation of medical, dental and vision benefits for retirees.

**Legislative** - Continued communications with Legislative personnel. State budget communications on SC FAST funding

**OSHA Rewrite** - The writing of Subpart b. (EMS) portion has been completed by the SME working group. The writing of the draft of Subpart e. (WERE) by Association staff is approximately 2/3 completed. We are assembling names for the beta test of the EMS portion. We will be assembling the SME group for WERE in the coming two weeks to perfect the document. THE SME group for subpart e. should complete deliberation prior to the holidays.

Executive Committee Action Items

1). Gather names for the BETA test group for subpart b. EMS and submit those to Joe Palmer. 2) Plan an Exec Comm meeting for detailed review, approval, and strategy session of the overall plan documents for early 2026.

**Finance & Audit** - The committee hasn't met since the last EC Meeting. The committee went through the budget with Director Helms and Bryan Bailey. Note that shortly after the committee's approval, we had the 1% issue arise in the overpayment of Greenville County. The Committee met again by TEAMS on the morning of 9/17 to review the needed changes and approval for presentation to the EC in Jasper County.