

COMMUNIQUE'

California Department of Forestry and Fire Protection (CDF)

Special Edition

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New Chiefs

Ray Snodgrass

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Duane Shintaku

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Chief Deputy Director

Ray Snodgrass

Ray Snodgrass has had six months full of changes and challenges to settle into his role as CDF Chief Deputy Director. Appointed by Governor Davis on June 16, 2003, he has brought more than 36 years of CDF experience to the Executive Office.

“In my role as the number two person in the Department, I support Director Tuttle in ALL operations and program functions of CDF,” said Ray. Having dealt with Sacramento quite a bit in the past, he added that there have been no big surprises in making the move from the field to the Capital City. However, he stressed that “there are certainly unique challenges facing the Department, and now more than ever, the Chief Deputy Director and Director have to work as a team.”

Of course the number one challenge facing CDF is the State’s budget crisis. “Our goal is to work to make sure we are streamlining to prevent waste, spending wisely, and protecting as many CDF positions as we can,” said Ray. A priority for Ray - even more so in light of the budget situation - is maintaining a safe work environment for CDFers, both through training and proper equipment. “It’s a constant challenge but our folks need to continue to get the best training, and our equipment has to be kept up to the highest safety standards.”

An additional challenge that CDF executive staff learn quickly is establishing good working relationships with the numerous control agencies that guide so much of what state government does. “You really have to be here to understand this system,” said Ray. “We have daily contact with the Resources Agency, Governor’s Office, Department of Finance, Legislature, Department of General Services, and Department of Personnel Administration, just to name a few, to get things done.”

“Of course we are now working to transition the new administration of Governor Schwarzenegger,” stressed Ray.

Those of us in the executive office will play a major role in ensuring that the Governor’s staff understands the mission of CDF and the major issues facing our Department.”

Ray added that, “Here in Sacramento, we may not always agree, but through an exchange of ideas and discussion we will always come out with one voice on issues. That goes a long way to strengthening our credibility with the control agencies we answer to, and the public we serve.”

“This Department has a great image, but we need to work even harder to put our best foot forward in these tough times,” said Ray. “We all need to be proactive in our public relations efforts and remember that each one of us represents CDF to the outside world.”

Having spent his career in the field, Ray feels strongly about working to improve communications between Sacramento and the field. And, while he says we should take advantage of all the technology available to us to do that, he stresses that “you can’t minimize the importance of personal visits.” “That person to person interaction is the most important way to keep the field in touch with what we are doing here in Sacramento.” He has already toured part of the Northern Region and intends to go back to complete his visit before heading south. “I can see that it will be easy to get stuck here with everything going on, but I will make it a priority to get out and talk with our folks.”

You can also expect Ray to use CDF’s e-mail system to communicate more than previous chief deputies. I’m hoping that the ability of our field facilities to use Internet Service Providers (ISPs) to access our e-mail system will improve our ability to use that tool.

Ray's CDF career began in 1966 when he signed up as a volunteer firefighter in the Riverside Unit. He was hired as a seasonal in 1967 and following that busy season, came back again in 1968 and never left as he was picked up that same year as a fire apparatus engineer (FAE) in what was then the Orange Ranger Unit.

As an FAE he transferred back to Riverside in 1969. He promoted to fire captain (FC) in the Corona Battalion in 1972. One of the other FCs in the battalion at that time just happened to be Glen Newman, recently retired Deputy Director of Fire Protection. Ray moved into the Riverside Emergency Command Center (ECC) in 1976 where he remained until promoting to battalion chief in the Needles Battalion of the San Bernardino Unit in 1979. After two years he took the BC position in the San Bernardino ECC.

In May 1985 Ray headed back out to the field in the Yucaipa Battalion where he remained until 2001 when he promoted to assistant chief in the Southern Region Operations Center as the Region Command Center Chief. He held that position until his appointment to Chief Deputy Director.

Ray has been active in the CDF Firefighters (formerly CDFEA) since the mid 1970s. During that time the CDF Firefighters negotiated the very first Memorandum of Understanding (MOU) under the new collective bargaining provisions enacted in 1982. Ray was also involved in settling a lawsuit that resulted in CDF's participation in the California Firefighters Joint Apprenticeship Program. "Of the many programs CDF is associated with, CFFJAC is the only one that augments training with funding, based on apprentice training hours, to enhance and improve an already efficient training program," said Ray. "It has assisted CDF in completing direct improvements to the Academy infrastructure and programs."

Ray is a third generation Southern Californian, born and raised in the small community of Highgrove in Riverside County. In fact his stint as a volunteer firefighter was with the Highgrove Fire Station, still a Schedule A station in the Riverside Unit. He says he's still the same person – he just has a different title – "And, I'm adjusting to the fact that the title makes my working relationships with people a little different than they were before."

Ray is married to Donna, also a CDF employee in Southern Region Operations Center in Riverside. They have three grown children; son Gregg in Austin, Texas, daughter Beverly, and son Richard. Ray and Donna are looking forward to the first grandchild in late December or early January when son Gregg and wife Ester are expecting a son.

Deputy Director, Resource Management

Bill Snyder

by Linda Cano, secretary, Public Affairs/Public Education Offices

On June 1, 2003, Bill Snyder was appointed by Director Tuttle to serve as the Deputy Director of Resource Management within CDF. As Deputy Director, Bill oversees a Resource Management Program that plays an integral part in managing California's natural resources, such as water quality, wildlife and maintaining oversight of timber operations that ensure California's land is being used productively.

In 1973, Bill graduated from Humboldt State University with a forestry degree. From 1968 through 1972 he had the opportunity to be employed as a seasonal firefighter within the CDF Santa Clara Unit, and also served as a relief lookout and later as a limited term engineer. Bill was also involved in another valuable learning experience, when he spent one season working as a forestry aide at the Jackson Demonstration State Forest.

In May 1973 he went to work for private industry at Fibreboard Corporation, a medium sized forest products company with timberland ownership located in Tuolumne, Calaveras, Placer and Plumas counties. For the next 23 years, Bill was in a leadership role as the chief forester for the company's 70,000 acres in Tuolumne and Calaveras counties. In 1995, Bill was appointed as an industry representative to serve on the State Board of Forestry and he remained involved in this capacity through 1998. During this time he was employed by Georgia Pacific, in positions that included chief forester for the company's Martell operation in Calaveras, Amador and El Dorado counties.

Bill returned to CDF in August 1998 as a forester I in the Amador-El Dorado Unit where he remained until he was promoted to Division Chief of Forest Practice at Region Headquarters in Santa Rosa in October 1999. The opportunity to be involved in all aspects of forest practice allowed Bill to build on an already solid knowledge base which led to his promotion to Deputy Chief of Forest Practice in 2001.

Since his recent appointment as Resource Management Deputy Director, Bill has settled into his position and begun to deal with the many controversial issues the program is facing. "The budget and the general fund crisis are by far the biggest challenges the program faces right now," said Bill.

Another major issue affecting the Resource Management Program revolves around the lawsuits filed against CDF by the environmental groups Forest Forever and Campaign to Restore Jackson Redwood Forest; these groups are looking to halt timber harvesting within Jackson Demonstration State Forest (JDSF). Revenues collected from timber harvesting at JDSF support the Forest Resources Improvement Fund (FRIF) Program, which in turn supports positions within the resources program. Without FRIF support, the program cannot continue the important roles it performs, such as: forestry assistance programs, pest control and land owner assistance programs.

Bill has also been getting up to speed on all the grant programs the Resource Management Program oversees and facilitates including: the Forest Legacy program, Forest Stewardship and Proposition 12 (urban forestry). "I've had to hit the ground running," said Bill. "There has definitely been no down time."

"While serving as Deputy Director of Resource Management, I hope to maintain a program which delivers a service to the people of California that gives them the confidence that we are protecting natural resources and assisting the public," stressed Bill.

Asst Deputy Director, Forest Practice

Duane Shintaku

by Tammy Hay, secretary, Resource Management Shasta-Trinity Unit

With a vast array of experiences to draw upon, and a lot of enthusiasm, Duane Shintaku accepted the appointment to Assistant Deputy Director of Forest Practice, Duane Shintaku.

Duane was first exposed to CDF in 1977 as a seasonal firefighter at the Yorba Linda Station 10 in old Region 6 (Southern California). “At that time, working in Southern California, I didn’t really think of CDF as a resource management organization, so I was happy to accept a forester’s position with the United States Forest Service (USFS) after graduating from Humboldt State University in 1980.”

After spending the next two years with the USFS Duane responded to his desire to attain more intellectual challenges. Upon the recommendation of one of his former college professors, Duane applied for and received a forestry research grant which allowed him to return to Humboldt State as a graduate student. His master’s work centered around tree improvements conducted on land owned by the Louisiana-Pacific Corporation and this association led him to a permanent position as a company forester and eventually allowed him the opportunity to gain the experience to pass the registered professional foresters exam in 1986. “My time with private industry was extremely valuable and gave me much practical experience to draw from in my career with CDF.”

In August of 1989, Duane was hired as a forester I in the Humboldt-Del Norte Unit in Fortuna, and for the next five and half years he served as forest practice inspector overseeing rule compliance on lands owned by North Coast timber companies. In 1994 Duane had the privilege and opportunity to broaden his horizons beyond North Coast issues when he transferred to the Cascade Area Office in Redding to act as one of two assistant review team chairs responsible for reviewing timber harvesting plans.

In 1997 Duane was promoted to forester II in Shasta Trinity and was responsible for all resource management activities on the western side of the Unit. Three years later, Duane returned to the Area Office in Redding as the Deputy Chief of Forest Practice. In this job Duane was given the responsibility to act on behalf of the Director to approve or deny timber harvesting plans submitted to the Department. This area of the job required a great deal of interaction with resource professionals of other agencies and at times meant dealing with controversial and contentious issues.

In 2002, Duane returned to the Shasta-Trinity Unit as the unit forester, “This was a time I thoroughly enjoyed; sharing in the Department’s fire control mission while providing expertise in resource management issues.”

With these experiences that have shaped Duane’s career, he is excited and pleased to serve in this position. “I am confident that CDF will be successful in maintaining our leadership role in dealing with forest practice issues because we have an excellent staff with people that really care about the future.”

Asst Deputy Director, Fire Protection

Rich Green

by Alisha Herring, Fire Protection

Rich Green returned to Sacramento on July 1, 2003 to fill the Assistant Deputy Director for Fire Protection slot. Rich had been to Sacramento before in 1999 when he held the position of Deputy Chief of the Local Government Program, and later as Deputy Chief of the Conservation Camp Program. In his new position, he oversees what he calls, “the nuts and bolts of the entire Fire Protection Program for the Department”. This includes operations, command and control, cooperative fire protection, aviation management, and mobile equipment. “One of my primary responsibilities is to facilitate resolution to problems that we encounter with regard to the daily operations of our Department,” said Chief Green. “I guess in the simplest terms, I help break the log-jams so that we can keep moving forward”.

Rich began his career as a seasonal firefighter in 1970 in the Nevada-Yuba-Placer Unit (NEU). During the winter he attended CSU Sacramento where earned a bachelor’s degree and secondary teaching credential in 1975. Chief Green went on to work in the Citrus Heights Fire Department (now part of Sacramento Metro Fire Department) and worked off both an engine company and medic unit. In 1976 Chief Green returned to work as a permanent fire apparatus engineer at NEU at the Smartville Forest Fire Station and in 1977 worked Schedule A in Penryn. In late 1979 he was assigned to the emergency command center and in 1981 went on to run fire crews as a fire crew captain at Green Valley Conservation Camp where he got experience at both crew supervision and as the camp’s administrative captain.

In 1988 Chief Green transferred to the Amador-El Dorado Unit and worked at the El Dorado Forest Fire Station as a station captain. In 1989 he promoted to battalion chief in charge of the Unit’s Training and Safety Program. In 1991 he was assigned to the field as chief of the El Dorado Battalion and in 1996 promoted to division chief at Growlersburg Conservation Camp. In 1998 the Unit reorganized and he also became responsible for the operations of El Dorado County.

“I left my comfort zone to go to Sacramento in 1999, but it was one of the best moves I ever made. It gave me an opportunity to see what happens at the top level,” said Green. He returned to Amador- El Dorado as the unit chief in December of 2001.

“As I grew in experience, I learned about the importance of not only the fire fighting aspects of our Department, but also just how important all of the support and resource management staff are to the fire protection mission,” said Green. “I am a strong proponent of the total force concept”. Today his most important priority is making sure our CDF Team, support staff, resource management staff, and firefighters have the right tools to accomplish the fire protection mission of the Department.

Rich feels the most important issue we face as a Department is the uncertainty of the impacts of the State’s budget crisis. “I think it is extremely important that the field understand that the executive management of our Department is doing everything it can to maintain our ability to fulfill our fire protection mission,” said Green. He believes it is important to stay focused and maintain a good attitude; it is one of the few things each of us has control over. “I think it is extremely important that experienced employees make every effort to mentor our newer employees”, Green said. Training at the company and unit level is a key to keeping our knowledge base.

There are many operational issues within fire protection that are essential to the Department. Fire Protection is planning the roll out of the new Computer Aided Dispatch (CAD) system, which will be a real asset to the fire protection mission, they continue the research into new foams, retardant and gels that may be of great benefit to fire fighting in the future, and Fleet Administration continues the conversion of the airtanker fleet from S2-A to S2-T. Mobile equipment is still evaluating issues with the model 14 4WD fire engines as well as looking at returning to a two pump fire engine on next generation engines.

“The Fire Protection staff in Sacramento has some of the most dedicated employees I have ever worked with”, says Chief Green. “The technical expertise that our employees have is just staggering”.

“Having spent just a few months in this job, I have found it to be the most challenging job I have ever performed in my entire career. The responsibilities and workload are just tremendous”, says Green. “You don’t have to wait long before a new issue surfaces. One minute, I am dealing with helping coordinate fire fighting resources between the Northern and Southern regions, the next minute I might deal with conservation camp issues, then attend a briefing on the new CAD system or meet with mobile equipment staff to determine how many engines or crew vehicles to purchase for the fiscal year, then turn around and find myself in a meeting discussing cost containment on fires”.

Chief Green enjoys running in his spare time, and in June was able to run a half marathon in Kona. “It becomes a personal accomplishment and I find that staying in shape makes it a bit easier to handle personal stress and stay focused”, he says.

“I have always been proud to put on my uniform and say I work for CDF”, said Chief Green. This job has exposed him to the extreme diversity of the Department and he believes we have one of the best fire protection organizations in the world.

Amador-El Dorado Unit

Bill Holmes

by Teri Mizuhara, fire prevention specialist II, Amador-El Dorado Unit

With a vision of continuing in strong CDF tradition and steadily moving forward, Bill Holmes took over the reins of the Unit Chief position in the Amador-El Dorado (AEU) Unit this past July.

“I am really excited to be here...what a great place to live and work. I will be following in the footsteps of some great CDF leaders and building upon their successes,” said Chief Holmes.

Chief Holmes was raised in Sacramento where he graduated from McClatchy High School in 1969. He immediately began his firefighting career attending Sacramento City College in the winter and working for CDF as a seasonal firefighter in Placer County during the summer months. Throughout his career in CDF, Bill has worked his way up through the ranks working throughout Nevada, Yuba, Placer and Butte counties. Along the way, Chief Holmes earned a degree in fire science and became a certified chief officer through the California State Fire Marshal’s Office. Currently Chief Holmes is enrolled as a student in the National Fire Academy Executive Fire Officer curriculum.

In addition to Chief Holmes’ normal duties within CDF, he has been actively involved in CDF’s Major Incident Command Teams leading a team of highly skilled experts in managing major wildfires and other emergencies throughout the State. After 14 years of leading CDF’s Incident Command Teams, Bill was asked to be a member of a National Major Incident Team and spent the majority of Fire Season 2002 traveling in and out of California. This has proved to be a valuable learning experience as Bill has been involved in managing numerous major fires throughout his career.

As the Unit Chief, Bill looks forward to maintaining the wonderful working relationships with CDF and other fire department agencies.

“One of the major issues facing CDF statewide, and here in Amador and El Dorado counties, is the population growth into the urban wildland interface. Planning a fire safe community should be foremost in everyone’s mind,” said Chief Holmes.

Bill has received numerous awards during his career, including the Director’s Commendation in 1999, Firefighter of the Year in 1998 and the Supervisory Sustained Superior Accomplishment Award in 1989. He has also been involved in developing and implementing community wildland evacuation plans for the towns of Paradise and Upper Ridge, forming both a Fire Explorer Post and a Mentor Program in Butte, and developing, implementing and training the Chico Unified School personnel in the Incident Command System (ICS) for the Safe Schools Program.

Chief Holmes is excited about his opportunity to serve as Unit Chief, “Many have come before me and contributed to the whole, I will do my best to leave a positive mark in the community.”

San Diego Unit

Chuck Maner

by Roxanne Provaznik, fire prevention specialist II, San Diego Unit

In July, Director Tuttle appointed Chuck Maner to fill the San Diego Unit Chief slot behind Chief Ken Miller who retired after 31 years with the Department.

Chuck's almost 25 years of fire fighting experience were put to the test a couple of months later when his Unit was hit with devastating wildfires, including the more than 270,000 acre Cedar Fire.

Chief Maner manages all CDF operations within San Diego County, as well as the fire protection contracts with Ramona, Valley Center, and Deer Springs Fire Protection Districts.

When this article was started Chief Maner said, "The feeling of being Unit Chief is still slowly dawning on me." But one thing is ongoing, "The best part of the job I believe is working with all of the people in San Diego, they are some of the most dedicated, motivated, and experienced in the Department."

Chuck began his career with the United States Forest Service as a "tank truck operator" on the Angeles National Forest in 1973. He joined CDF in 1978 and began to work his way up through the ranks. In 1986 he transferred to the Fire Prevention Bureau in Riverside County and became a state peace officer. He began his tour of duty in San Diego County in 1988 when he promoted to battalion chief. It was then on to division chief at the Rainbow Conservation Camp before promoting to Deputy Chief of the San Diego Unit. He remained there until becoming Unit Chief on June 1, 2003.

"Having been with the Unit for 15 years, I believe that the San Diego Unit is best in the State," said Maner. "I am looking forward to taking on the challenges that face the Unit and the Department, and I hope to contribute positively in both areas."

Chief Maner has served on a Major Incident Command Team since 1994, and most recently as Team 10's Incident Commander. He also recently served as one of the incident commanders for the Exotic Newcastle Disease Task Force, managing command and general staff with the California Department of Food and Agriculture and the US Department of Agriculture. He has a bachelor's degree in fire protection administration with an emphasis in management of the fire service.

He and his wife, June have four children, ages 2 to 5. He enjoys sailing (when he gets the chance), golfing and reading. "My kids are calling me the Big Cheese and my wife reminds me that the title means nothing at home," said Chief Maner. "I still get to change diapers, wash clothes, and do the dishes."

San Benito-Monterey Unit

Sam Mazza

by Cheryl Goetz, fire prevention specialist II, San Benito-Monterey Unit

When Chief Reno DiTullio retired after 37 years of CDF service, Director Tuttle appointed Sam Mazza to the Unit Chief position in the San Benito-Monterey Unit.

Chief Mazza brought 28 years of fire fighting service experience and knowledge to help him face the challenges and opportunities as San Benito-Monterey Unit Chief. As the Unit Chief, Mazza is responsible for administering all of CDF's operations within Monterey and San Benito counties. This includes the oversight of 12 CDF fire stations, an air attack base located at the Hollister airport, a helitack base at the Bear Valley Station and the Gabilan Conservation Camp near Soledad. In addition to these duties, Sam is the fire chief responsible for administering the CDF cooperative fire protection agreement with Aromas, Cypress, and Carmel Highlands, and South Monterey County Fire Protection Districts, Pebble Beach Community Services District and the San Benito County Fire Department.

Chief Mazza also serves as the Monterey County Operational Area Fire and Rescue Coordinator for the Office of Emergency Services, with responsibility for coordinating all Monterey County fire and rescue resources under the state disaster and mutual aid plans. Sam is also the secretary-treasurer of the Monterey County Fire Chiefs Association and a volunteer with the Care-A-Van program at Lucille Packard Children's Hospital in Palo Alto.

Chief Mazza has worked for CDF in Monterey County since 1991 and most recently was the Assistant Chief responsible for CDF operations on the Monterey Peninsula. Chief Mazza has gained knowledge in many different aspects of the job by serving in both urban and wildland fire stations, training, dispatching, air operations, fire prevention and investigation, and the conservation camp program. He holds an associate of science degree in fire science from Fresno City College, and a bachelor's degree in psychology from California State University Fresno.

Chief Mazza is an instructor at the CDF Fire Academy and was also the incident commander of one of CDF's 10 statewide command teams before his recent appointment.

"The San Benito-Monterey Unit has a tremendous pool of talented employees committed to meeting a wide variety of challenges and assignments," Mazza said. "I look forward to assisting those employees with the support and encouragement they may need to successfully achieve their goals."

Butte Unit

Henri Brachais

by Janet Marshall, fire prevention specialist II, Butte Unit

Henri Brachais filled the position of Chief of the CDF Butte Unit, Biggs Fire Department, City of Gridley Fire and the Butte County Fire Department. Chief Brachais fills in behind Fire Chief Bill Sager, who retired after serving in the fire service for over 32 years.

“I’m heading into my retirement with the confidence that the leadership of CDF Fire/Butte County Fire Rescue is in good hands,” stated outgoing Fire Chief Bill Sager. “I know the men and women of this department are looking forward to working for Henri.”

Henri began his career as a seasonal firefighter in San Andreas in 1969. He promoted to engineer in the Tulare Unit in 1971 where he worked Schedule “A” at the West Olive station until 1976. Henri was then promoted to fire captain in the San Bernardino Unit where he worked at both the Yucca Valley and Hesperia stations. Henri went to fire prevention in 1981 and attended Peace Officer Standards and Training in 1982. This began a long tour in the area of fire prevention where his duties ranged from law enforcement to public information and education to Volunteer In Prevention (VIP) coordinator. In 1993, Henri promoted to the Fire Prevention Bureau Chief in the Butte Unit where he served until 1998 when he was promoted to the administrative division chief position. In 2001, Henri became the Unit’s South Division Operations Chief in charge of an area that has two contract cities, a large agricultural base to the west, rolling oak grassland in the foothills and large timber to the east. In November of 2002, Henri accepted a position of law enforcement coordinator for the Northern Region where he was stationed at the Northern Operations Center.

He has a strong background in fire department operations and administration. Henri is also an accomplished arson investigator, having a number of arrests and convictions of serial arsonists to his credit during his tenure.

“When I was offered the Butte Unit Chief position it took me about one second to say yes,” stated Chief Brachais. “There was no question in my mind that I would come back to Butte if I was offered the job. The outstanding employees and the teamwork they display are a big part of what makes Butte such a great Unit to work in.”

“We’re very happy Henri has returned to Butte County,” stated Butte County’s Chief Administrative Officer Paul McIntosh. “The board and I look forward to establishing a solid and lasting working relationship with him.”

Chief Brachais lives in Paradise with his wife, Patty, who works as a nurse at Feather River Hospital. They have four grown children and three grandchildren. When not at work, Henri can be found working in his woodshop where he creates custom furniture for his family, camping, or trying to catch salmon on the Sacramento River.

San Mateo-Santa Cruz Unit

John Ferreira

by Jan McNown fire prevention specialist II, San Mateo-Santa Cruz Unit

Appointed as San Mateo-Santa Cruz (CZU) Unit Chief, John Ferreira, brought 30 years of fire fighting experience to the position along with great enthusiasm, management, administrative and negotiation skills that he has obtained throughout his well-rounded career with CDF. All these traits have combined to serve as a solid background for Chief Ferreira as he oversees the Unit in which he serves.

John began his career with CDF in June 1973 as a seasonal firefighter in the Santa Clara Unit. The following year he was hired as a permanent firefighter II in San Mateo-Santa Cruz and in 1975 he continued his ascent up the promotion ladder returning to Santa Clara as a fire apparatus engineer. Until now John had remained in the Santa Clara Unit as he continued working his way through the ranks. From July 1977 until his promotion to battalion chief in August 1991, John served in three assignments as a fire captain. His first stop was in fire control, before moving on to administrative officer of South Santa Clara County Fire Department and finally obtaining the training officer position.

In 1991 he was promoted to battalion chief and covered fire prevention, the emergency command center and Santa Clara Headquarters. In 1997 John promoted to assistant chief and also served as an administrative chief and later as an operations chief. John has been an information officer and operations section chief with Incident Command Team 1 for the past six years, and he has also gained valuable experience performing in many incident command positions prior to joining the team. John is Peace Officer Standards and Training (POST) certified, a State Fire Marshal Master Instructor and an incident commander for HAZMAT.

John is truly enjoying his role as Unit Chief and brings his lifelong philosophy and work ethic to the job each day. He has followed and honed these principles throughout his career and because of their positive impact on his life; he intends to continue supporting them in his career.

“First, it is better to have the will to prepare to win, than to have only the will to win. Second, the five most valuable attributes of chief officers are the ability to make decisions, leadership, integrity, enthusiasm and imagination. And finally, contemplate thinking outside the box. Boxes are for keeping useful things in—not for keeping things out.”

John has taken an active role in the community over the years, including serving two terms on the Aromas/San Juan Unified School District Board of Trustee.

Facing the challenges of a reduced budget and increasing responsibility of Unit Chief are the kind of tasks that John looks forward to meeting head on. In work and at play John has established a reputation for confronting and overcoming many obstacles. San Mateo-Santa Cruz is looking forward to following the enthusiasm and example of Chief Ferreira as he leads them into the coming years.

Shasta-Trinity Unit

Ken McLean

by Robyn Sykes, fire prevention specialist II, Shasta-Trinity Unit

Previously assigned as the Staff Chief of Operations at the Northern Operation Center in Redding, Ken McLean was appointed to the Unit Chief position in the Shasta-Trinity Unit in July. As the Staff Chief of Operations, Ken was responsible for the oversight of all CDF operation programs involving resources in the Northern Region.

Prior to serving as staff chief, Ken was the Assistant Chief of Administration in the Tehama-Glenn Unit where he gained valuable insight working closely with the Tehama County Board of Supervisors, the County Administrative Officer and other county departments in the administration of the Tehama County Fire Department.

Chief McLean began his well rounded career with CDF in 1978 as a firefighter in the Humboldt-Del Norte Unit. Ken has been assigned to a variety of positions during his career including firefighter, fire apparatus engineer, fire captain and battalion chief in both Schedule A (county funded) and Schedule B (state funded) fire stations throughout California. Each one of these levels of Ken's career has added experience and knowledge that prepared him for the Unit Chief position.

Chief McLean has also served as a fire captain at the CDF Academy where he was the Statewide Coordinator of CDF Emergency Medical Services (EMS) and Incident Command System (ICS) programs within the State. Ken has also held assignments in air attack, helitack, training and safety officer positions and also in the conservation camp program running inmate crews.

Chief McLean has been an instructor for fire science and pre-hospital care programs at several colleges and has also served on the affiliate faculty for the American Heart Association. Throughout his career, Ken has actively been involved in a variety of departmental and interagency working groups and committees which has allowed him the opportunity to stay current with contemporary issues facing the department.

Ken's career has taken an active stance with participating and developing recommendations for policy, practices and procedures as he has worked with many national, state and regional instructional cadres. Some of the assignments Ken has completed include, representing CDF on the Standardized Emergency Management System training and guidelines development group, establishing the CDF EMS program including the development of public safety first aid and public safety CPR courses, and being a member of CDF Incident Command Team 1 for seven years, serving as deputy incident commander for three years. Recently Chief McLean was elected by the Shasta County Fire Chief Association as the Shasta County Office of Emergency Services (OES) Fire and Rescue Operational Area Coordinator.

"One of the main tasks facing Unit Chiefs today is finding innovative and proactive strategies to maintain levels of service throughout all departmental programs in light of the current fiscal situation in California," said McLean. With the experience and leadership that he has developed throughout his career, Shasta-Trinity has a solid leader who looks forward to the challenges and opportunities that arise with the Unit Chief position.

Humboldt-Del Norte Unit

Tom Osipowich

by Tammy Hay, secretary, Resource Management Shasta-Trinity Unit

Effective June 1, 2003, Tom Osipowich took over the reins of the Unit Chief position in the Humboldt-Del Norte Unit of CDF. Tom looks forward to using his 24 years of experience with CDF to lead the Unit into the future.

Tom began his career in 1974 with the Los Angeles County Fire Department. After serving there for five years, Chief Osipowich joined the ranks of CDF as a service forester (forester I) in the Humboldt-Del Norte Unit. In 1984, at the urging of then Region Chief Richard Ernest, Tom left the Unit and took a forest practice position at the Northern Region Headquarters, chairing the often contentious review team.

In 1993, Tom was promoted to the position of Deputy Chief of Forest Practice. Here he gained valuable experience and knowledge, acting as the Director's designee in the review and approval of several hundred timber harvesting plans per year. In 1999, Tom made the switch over to the Deputy Chief of Technical Services position in the Northern Region, overseeing several million dollars worth of minor capital outlay construction projects and the initial introduction of over 21 major capital outlay construction projects for Northern Region facilities.

Now, almost 19 years later, Tom has returned to the place he left in 1984 to serve in the Unit Chief's position. Tom is a native of Claremont, New Hampshire and attended the University of New Hampshire receiving an associate of applied science degree in forest technology. From there, Tom matriculated west, earning degrees in both forest watershed management and business administration from Utah State University. Sandwiched between these two degrees, Tom served a stint with the United States Army from 1970-1972, including a tour in Vietnam with his younger brother.

Tom is the Department's representative on the Professional Forester's Examining Committee and is both a California Registered Forester and a peace officer. Now serving as the Humboldt-Del Norte Unit Chief, Tom is responsible for the fire and resource protection of approximately two million acres of land, much of it high valued timber. The Unit stretches from the Oregon border to the Mendocino County line and includes many major watersheds, which include the Smith, Klamath, Mad, Eel, Trinity, Mattole and Van Duzen rivers.

The Unit, along with its 11 fire stations, three conservation camps, helitack and air attack bases, and supporting fire suppression facilities, also maintains a very active, and at times controversial, timber harvest review and inspection program.

Tom is looking forward to the challenges and opportunities presented to the Unit Chief position, as he looks to establish a closely formed working environment with all the Unit's employees. "Safety, training, professionalism, teamwork and accountability are very high on my list of priorities."

Lassen-Modoc Unit

Don Posten

by Leah Sandberg, office technician, Lassen-Modoc Unit

On June 9 Director Tuttle announced the appointment of Don Posten as Unit Chief of the Lassen-Modoc Unit in Susanville, California.

Chief Posten has a career that spans 32 years. He began as a seasonal firefighter at Pilot Hill Station in the Amador-El Dorado Unit (AEU) in 1971. During the summer of 1972, he returned to AEU as a seasonal firefighter at Pine Lodge Station. In August of 1974, Don promoted to a limited term fire apparatus engineer (FAE) position at Garden Valley Station where he worked until July of 1977.

In 1977, Don was offered a permanent appointment as an FAE in CDF's Tulare Unit. Two years later, he promoted to fire crew captain at Miramonte Conservation Camp in the Fresno-Kings Unit. Don worked as a fire crew captain for seven years before promoting to battalion chief and helping to open Gabilan Conservation Camp in the San Benito-Monterey Unit. It was there in 1990 that Don was promoted again—this time to division chief. Don remained at Gabilan Camp until 1992 when he transferred to San Benito-Monterey Headquarters as the administrative officer.

In 1993, Don returned to the Conservation Camp Program as the Division Chief of Antelope Conservation Camp and the Susanville Training Center. In 2000 he moved into Lassen-Modoc Headquarters as the operations chief where he remained until his recent promotion to LMU Unit Chief.

"I'm glad to have the opportunity to represent the Unit as its new chief and feel that with my background and experience of having come up through the ranks—I have a lot to offer the employees of the Unit and the public we serve," said Chief Posten.

Don is married and has three stepdaughters. He enjoys hunting, fishing, camping and just about anything outdoors.

The staff of Lassen-Modoc is pleased to have Don lead the Unit and hope he will fill the position for many years to come.