

Pinsky Law Group Announces

The 17th Annual Fire & EMS Law & Management Conference

MARCH 27–29, 2025

Preparing leaders to conquer the legal issues that face them.



- Fire District Commissioner Mandated Training
- Training for chiefs, line officers, executive officers and members
- Lectures for Fire & EMS agencies

The law firm that represents approximately 500 fire departments, fire districts and ambulance services throughout N.Y.S.

In person at the
**Turning Stone
Resort & Casino**

Conference registration is also available on our website at www.pinskylaw.com, with a credit card.

DAY	TIME	CONFERENCE SCHEDULE	
THURS 3/27	9:00 am – 5:00 pm	Conference Check-In	
	1:00 pm – 5:00 pm	Management Techniques for the Modern Fire and EMS Services	
FRI 3/28	8:00 am – 5:00 pm	Conference Check-In	
	9:00 am – 10:30 am	Fire District Commissioner Training: Including Secretary & Treasurer Training Part I	Building a Culture of Excellence, Teamwork and Camaraderie in our Volunteer Fire & EMS Agencies
	10:45 am – 12:15 pm		Bulletproofing your Organization from Common and Uncommon Lawsuits
	1:15 pm – 2:45 pm	Fire District Commissioner Training Part II	Managing a Crisis that Attracts Media
	3:00 pm – 5:30 pm		Digital Imagery and the Emergency Services
SAT 3/29	8:00 am – 11:00 am	Conference Check-In	
	9:00 am – 11:00 am	Toxic Individuals and the Challenges They Create	
	11:15 am – 12:15 pm	Membership Challenges and Participation Requirements	
	12:15 pm – 1:15 pm	Lunch	
	1:30 pm – 2:30 pm	Service Dogs: Benefits and Burdens to the Organization	
	2:45 pm – 3:45 pm	It's Okay Not to be Okay	
	4:00 pm – 5:15 pm	You Can't Make This Stuff Up	

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THURSDAY (PRE-CONFERENCE PROGRAM)

Management Techniques for the Modern Fire and EMS Services

You are a manager, but Fire conferences rarely teach management skills. That changes now!! Attendees will leave this course with a strong background in “management” techniques specific to the fire service and which are not offered at any other conference! The goal of the course is to help you to overhaul the management hierarchies that have been handed down over the decades. We will review theories of management, identify the short comings of our present management structures, and propose new management structures for your agency.

FRIDAY

Fire District Commissioner Training: Including Secretary & Treasurer Training Part I

Newly elected commissioners are required to obtain at least 6 hours of training within the first 270 days of taking office. Instead of cramming the training into one long day, this two day lecture provides additional hours for questions and moves at a slower pace through both basic and challenging issues facing commissioners. This training is approved by the Comptroller. Treasurer & Secretary Training is on Day 1 only.

Building a Culture of Excellence, Teamwork and Camaraderie in our Volunteer Fire & EMS Agencies

Creating a positive culture takes planning and a deliberate effort, and it will not come about by chance. Once you have put in the work, however, your members and your community will reward you with increased recruitment, longer retention and the overall satisfaction by members.

Bulletproofing your Organization from Common and Uncommon Lawsuits

If the community and your membership are going to take shots at you, let us at least provide you with some armor! We will provide you with simple steps designed to prevent losses in court and to prevent the suits before they are commenced.

Fire District Commissioner Training, Part II

Perhaps the most challenging issue in a fire district is the relationship between the district and its members. This lecture addresses every area where the district has and lacks control over the members. The failure to address some of these issues can result in a loss of death and disability benefits! This second day of fire district commissioner training is open to everyone.

Managing a Crisis that Attracts Media

We are first responders, not public information officers. Unfortunately, we are confronted by the media when it is most inconvenient for us. We also must put on our best face during a crisis created by or facing our organizations. Learn how to manage a crisis when the media is at your door.

Digital Imagery and the Emergency Services

Digital imagery “mistakes” could land you in court, in the news, and even in jail. Effective policies and procedures can prevent these costly errors and keep your agency safe, while also safeguarding the privacy of your community. This presentation will go in depth to the steps you must take to prevent problems before the occur.

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SATURDAY

Toxic Individuals and the Challenges They Create

We all have them and we cannot seem to get rid of them. They ruin our agencies, our bank accounts, and our sanity. They make us want to quit, or worse... Attendees will learn to understand who these toxic individuals are, how to deal with them, and to tackle the challenges that they present.

Membership Challenges and Participation Requirements

Today's youth may not be interested in dedicating all of their free time to be a first responder. Setting requirements of members is therefore difficult, and we are fighting tradition over which events are even important. Set your requirements too high, and we lose members. Set them too low, and we jeopardize responses. This presentation will discuss the challenges and solutions to setting up participation requirements and keeping our members active, in this new era.

Service Dogs: Benefits and Burdens to the Organization

A new and proactive approach towards protecting the mental health of our first responders involves bringing service dogs into our facilities to calm our members. Conversely, some members want to bring service dogs to work with them, despite caging them when they respond to a call. The first half of this presentation will discuss the law on service animals, and the second half will tell you the benefits of setting up a program for your agency.

It's Okay Not to be Okay

The last twelve months have been plagued by firefighter suicides. It is time to take a serious, but fresh look at this pandemic. The old ways of addressing mental health issues and suicide are simply not working. We have a new approach, and hope that it will help you save the lives of one of our own.

You Can't Make This Stuff Up

Laugh your way to the bar after attending this energetic, video based session. See first responders do things that make us cringe, get us arrested, violate constitutional rights, and so much more....

Conference Presenters

BRADLEY PINSKY, J.D./M.H.A.

Past Chief

CURT VARONE, J.D.

Ret. Deputy Chief

CHIP COMSTOCK, J.D.

Chief

TOM MERRILL, COMMISSIONER

Past Chief

STEVEN PFLANZ, MD, COL

(Ret) USAF

STEVE BELL

Registration Form Due by **March 1, 2025**

Mail registration form and check or money order to:
Pinsky Law Group, PLLC, 4311 East Genesee Street, Syracuse, NY 13214

Each attendee should complete a form. Copy as needed. **Register early as space is limited!**

NAME		ORGANIZATION		
PHONE	FAX	MAILING ADDRESS		
CITY	STATE	ZIP	PERSONAL EMAIL	

SEMINARS YOU PLAN TO ATTEND:

THURS

- Management Techniques for the Modern Fire and EMS Services

FRI

- Fire District Commissioner Training: Including Secretary & Treasurer Training Part I
- Building a Culture of Excellence, Teamwork and Camaraderie in our Volunteer Fire & EMS Agencies
- Bulletproofing your Organization from Common and Uncommon Lawsuits
- Fire District Commissioner Training Part II
- Managing a Crisis that Attracts Media
- Digital Imagery and the Emergency Services

SAT

- Toxic Individuals and the Challenges They Create
- Membership Challenges and Participation Requirements
- Service Dogs: Benefits and Burdens to the Organization
- It's Okay Not to be Okay
- You Can't Make This Stuff Up

Call Turning Stone directly at 1-800-771-7711 to make hotel accommodations.

\$375 Per Attendee

Includes Saturday Lunch

NO REFUNDS after March 1st, 2025
Pay by check, money order, or online with credit card.

Questions? Call Nicole at (315) 283-3048 or email npinsky@pinskylaw.com