

December
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National
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Distributors

NIFADNews

this issue

New Member CSI **P.2**

Codes & Standards Update **P.3-5**

Midwest Alarm Services Award **P-6**

Hiring Salespeople **P.7**

2019 Conference Information **P.8**

Calendar of Events

AFAA National Codes Conference

May 4 - 7, 2020
Phoenix, AZ

NIFAD

Annual Meeting

June 13-15, 2020
Orlando, FL

NFPA

Convention

June 15-18, 2020
Orlando, FL

*Mark your
calendar
and plan
to attend!*



From the President's Desk

By Jared Ryan, NIFAD President

Hello fellow NIFAD Members! I hope everyone is closing the year out with much success! The year 2019 has its interesting challenges to all our businesses. From a growing economy, to the scarcity of qualified technicians, to the numerous supplier price increases, we have had to work even harder to keep our businesses growing and thriving. We don't know what the new year holds, but be rest assured you have many other fellow NIFAD members that are facing the same excitement and challenges. Let's help keep raising the bar in our industry and continue to become the best in class providers of Fire Alarm and Life Safety Services!

As we look forward to 2020, I would like to continue to appeal to all our current members to help us add new members to the organization. As you may remember, our goal is to add five new members prior to our 2020 Annual Conference. Since the last Annual Forum, we have been able to add three new members. Please welcome to the NIFAD family Tech Electronics of Colorado (Rich Vance), Communication Systems Integrators (Andres Heist) and ECSI (Rich Hanson). We still have two more to go. If you know a business owner or business leader that would be a valuable member to our NIFAD family, please reach out to Headquarters or any of the Board of Directors and we will contact that business to get them involved in our association.

In closing, please remember to keep a look out for your 2020 membership dues. Please also keep an eye out in the coming months for more information on the Annual Forum. Mark and Bev are working hard on the program and social events. We look forward to an exciting meeting in Orlando.

In closing, I want to wish all of our NIFAD members and their families a very happy holiday season and a Happy 2020!

Meet New Member CSi

Since 1975, CSi has been Eastern Pennsylvania's leader in integrated security and communications systems for business, education, government, health care, and industry. We pride ourselves on serving as a single-source solution. Whether it's a new initiative or an upgrade to an existing system, our team of experts can help identify the right solution, then deploy, integrate and maintain it.

Headquartered in Allentown, PA, CSi is not just a vendor or an integrator. We're a true partner in our clients' success, with a vested interest in helping them realize optimal system performance and maximum return on investment.

As part of the KPI Holdings, Inc family of Life Safety companies, the CSi team is recognized as experts in the security and critical communications industry and joins its sister companies, Keystone Fire Protection Co. and Marco Protection Systems, LLC, in unifying life safety solutions and property protection.

Integration & Service: The CSi Difference

Whether our client is an architect, a business owner, an executive or a government official, deploying a security or communications system on their own can be an extremely complicated process. The time and money spent identifying the right technology solution, getting it working and keeping it maintained can represent massive drains on core competencies.

- They will get the precise security or communications technology for their needs
- They will have to deal with only one company for the design, installation, integration and maintenance of their systems
- Their new or updated security or communications systems will work seamlessly within their processes and workflows
- They will receive unparalleled 24/7/365 support, starting before the sale and continuing indefinitely into the future
- They will be treated ethically, and with the highest degree of respect

As a top security and communications integrator, CSi provides a single point of contact for the design, installation and support of a wide variety of systems. CSi's fully integrated intrusion and perimeter detection systems

provide proactive security for facility occupants and property. Wired or wireless, CSi video surveillance solutions offer proactive threat deterrence, real-time analytics and crystal-clear evidence. CSi's centralized



monitoring services provide the peace of mind that comes with knowing your alarm systems are in expert hands. CSi is a single-source solution for wireless networks, PA/sound reinforcement, video presentation/ media distribution, intercom and more. From standalone units to enterprise solutions, CSi access control systems provide maximum security with minimal total cost of ownership. CSi also specializes in early warning and notification systems for standalone, networked or campus-wide applications.

Many times, our clients recognize the importance of integrating these systems and will trust us with providing more than one service.

In serving Pennsylvania's Lehigh Valley and beyond, we strive for excellence, to be extremely knowledgeable in our field and up to date with the latest technological advancements, and to be an all-around exceptional service provider.



NIFAD Board

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ABCO Fire
jryan@abcofire.com

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markm@americanfire.com

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agavin@fireline.com

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mikec@fescofire.com

Doug Richard
Midwest Alarm
Doug.Richard@mw-as.com

Jim Arizini
Keystone Fire Protection Co.
Jim.arizini@keystonefire.com

If you have any questions, concerns or feedback throughout the year, please feel free to reach out to any of these members.

Additionally, if you have any member referrals, please forward them to any board member for follow up.

Codes & Standards Updates by Richard Roberts

Development of Future Codes that will enhance public life safety are as follows:

a. 2021 Edition of the International Existing Building Code (IEBC):

- The Public Comment Hearing (PCH) is the fourth of a five-stage process for the development of the 2021 edition of the IEBC. The major actions by members attending the PCH that are of interest to the industry are as follows:
 - BDA: Approved a public comment (PC) that will require BDA systems in “all” existing buildings without emergency responder communications coverage throughout the facility. This is a great win because the ICC membership had previously approved a proposal in April that required BDA systems only in existing buildings undergoing a change of occupancy or an alteration. Getting members to expand the requirements beyond what was previously approved required considerable amount of work over the last several months and during the Hearing.
 - CO Detection: Approved a PC that added existing K-12 schools to the list of occupancies that are required to have CO detection. Also, only system-connected CO detectors are permitted to be installed.
 - Area of Rescue System: Approved a PC requiring existing buildings with elevator service to be provided with a two-way communication system in accordance with Section 1009.8 of the International Building Code.
- The next step in the process is the online voting of the membership that will take place in 6 to 8 weeks. I foresee no reason why the online voting would overturn the PCH action. Please keep in mind the requirements in the 2021 edition of the Existing Building Code do not become effective until jurisdictions adopt the Code.

b. 2021 Edition of the International Residential Code (IRC):

- The Public Comment Hearing (PCH) is the fourth of a five-stage process for the development of the 2021 edition of the IRC. The major actions by members attending the PCH that are of interest to the industry are as follows:
 - Heat Detection: Disapproved a PC seeking to require heat alarms or heat detectors to be installed in new garages that are attached to or located under new and existing dwellings. The PC was disapproved because there is no listing in UL 539 for unconditioned spaces and batteries are not listed for extreme temps in garages.
 - Smoke Detection: Approved a PC that prohibits smoke alarms or smoke detectors that are listed and marked with “helps reduce cooking nuisance alarms” from being installed less than 6 feet from a permanently installed cooking appliance

c. 2022 Edition of NFPA 72, *National Fire Alarm and Signaling Code*:

- The key first revisions (FR) to the standard have passed ballot. The FR’s are first of a three-stage process for the development of the next edition of the Code. Below is an

Codes & Standards Updates Continued

embedded file with the key actions that are of interest to NIFAD members.



d. New NFPA Standard for Remote Inspections:

- This new standard is needed because remote video inspections (RVI) can benefit authority having jurisdictions (AHJ's) with savings in travel time, use of vehicles, and other aspects of inspections. RVI can also benefit the permit holder (the building owner) with more timely inspections and thereby allowing faster resolutions to problems and more flexibility to the construction schedule, increasing the effectiveness and efficiency of inspection programs.
 - The goal is to have a draft of the Standard ready for Standards Council review in August of 2020.

The scope of the new standard was thoroughly debated for more than one day with many TC members seeking to include remote “testing” of systems. It appears the scope of the first edition of the standard will only cover “inspections” not automatic testing of systems.

e. New NFPA Standard for Fuel Gas Detection, *FWE-AAA*:

- This new standard has the potential of expanding the market for the detection of combustible gases such as natural gas, methane and propane. The standard will include requirements for the installation, testing and maintenance of alarms and detectors. It will be based on the NFPA 720 Standard for CO Detection and Warning Equipment.
- The Technical Committee (TC) has begun meeting on a weekly basis to write the first draft of the new NFPA

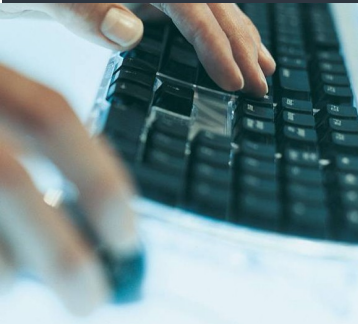
State/Municipal Code Adoption impacting public safety and NIFAD members are as follows:

a. Oregon: The Oregon Building Codes Division (BCD) has adopted the 2018 edition of the International Building Code (IBC). The 2019 Oregon Structural Specialty Code (OSSC) will become mandatory on January 1, 2020. Several position actions that will enhance public life safety are:

- Section 917 will require a new building that is part of a multi-building college/university campus having a cumulative occupant load of 1,000 or more to conduct a mass notification risk analysis
- Section 918 of the IBC that requires a BDA system to be installed in new

Please remember to send in your NIFAD dues when you receive them later this month. Members receive a listing on the NIFAD website as well as a quarterly newsletters, participation in webinars and an Annual Conference where you can participate in the town hall meeting, receive product updates and network with your peers.

We appreciate your membership and participation in NIFAD.



NIFAD Website

Check the website for current news and information on events for our organization. Newsletters, conference brochures, industry links and conference registration forms can also be found on the website, NIFAD.com.

Codes & Standards Updates Continued

buildings with below grade levels, more than 5 stories and more than 50K square feet as well as exempting

- b. Indiana: The state may finally require CO detection in new one- and two-family dwellings and townhomes not more than stories by adopting the 2018 edition of the International Residential Code (IRC). The Fire Prevention and Building Safety Commission has initiated the process to update the 2005 residential code by adopting the 2018 IRC. The proposed Indiana amendments to the IRC has not deleted the requirement in section R315.
- c. Oklahoma: I worked with the National Electrical Manufacturers Association (NEMA) Government Relations (GR) to write a letter opposing the proposed Rule to the Oklahoma Fire Code that is seeking to remove a requirement for in-building fire alarm emergency voice/alarm (EVAC) systems in K-12 schools.

NFPA Fire Protection Research Foundation (FPRF) Research Project:

- Combustible Gas Distribution in Buildings and Detector Location Analysis:
 - The project seeks to determine the dispersion of fuel gases in building and establish requirements for the installation, location and maintenance of alarms and detectors
 - The project is needed to support the new NFPA Standard for Fuel Gas Detection because the technical requirements for the installation, location and maintenance of combustible gas detectors is lacking. The first phase of the project will be a literature review.

National Institute for Certification in Engineering Technologies (NICET) Certification Program:

- Bi-Directional Amplifier (BDA) Systems:
 - The NICET Board of Directors approved developing a certification program for people involved in the design, installation, inspection and maintenance of BDA systems. This is an excellent opportunity to raise the level of professionalism of the BDA market.
 - An initial meeting will be held at NICET headquarters to begin the process of creating the certification program.

Author

Richard Roberts

Industry Affairs Manager

Honeywell | Security and Fire

3825 Ohio Ave., St. Charles, IL 60174

1-630-338-7025 Richard.roberts@systemsensor.com



'Tis the Season

According to NFPA statistics, about half of the nation's home structure fires—and more than half of the home fire deaths—occur in the five-month span between November and March, with January being the peak month for both.

Cooking is the top cause of winter home fires. According to NFPA statistics, four of the five peak days each year associated with cooling fires coincide with winter-season holidays.

Heating is another leading cause of winter fires. While dirty chimneys were the most common source of heating-related fires, fixed or portable space heaters have caused by far the most heating equipment-related deaths; they were involved in roughly five of every six fatal incidents. These tragic deaths occur mainly when something combustible is set too close to the heater.

Rounding out the big three are Christmas tree fires. Broadcasting these important safety messages to your communities is essential if we are to lower these numbers and save lives.

Lorrain Carli—NFPA Journal

Midwest Alarm Services Receives Multi-Million Dollar Award

Midwest Alarm Services, a leading provider of life safety systems, was a recipient of this year's NOTIFIER Multi-Million Dollar Award, given to the top, most successful fire alarm companies in the industry. This is Midwest Alarm Services' 9th consecutive year winning this significant award.

"The NOTIFIER Multi-Million Dollar Award represents our team's hard work, dedication and skill, "

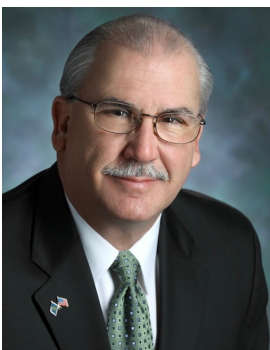
Doug Richard, president of Midwest Alarm Services, said in the announcement. "Our

company's success is the result of a great team that works together to be the best company our customers do business with."

Congratulations

Established in 1950, Midwest Alarm Services is a family-owned company specializing in the life safety systems across four states. The company is a leading NOTIFIER dealer, and provides life safety systems, fire alarm systems, fire extinguishers/hoods, fire inspections, master clock systems, monitoring, nurse call systems, fire alarm system design/layout and video surveillance. For more information about Midwest Alarm Services, please visit midwestalarmservices.com.

Our Condolences to the family of Norman Mason



Longtime NIFAD member, Norman Mason, passed away at the age of 71 on November 26, 2019. He is survived by his beloved wife of 35 years, Shirley, and his children Bobby (Kim), Billy, and Laurie (Andy).

Norm graduated from Andover High School in 1966. After graduation, he enlisted in the U.S. Army and proudly served in Vietnam until 1968. After leaving the armed services, Norm began a long and distinguished career in the fire protection industry, first with Walter Kidde, then Maryland Fire and lastly spending 27 years with Fireline Corp, from which he retired in July 2018.

Donations may be made to The American Legion Post 40, 500 5th Avenue SE, Glen Burnie 21061 as well as Hospice of The Chesapeake, 90 Ritchie Highway, Pasadena 21122.

The Number One Idea to Hiring the Right Salespeople Every Time

There are several reasons that can explain a low success rate in hiring salespeople; however, one reason that often gets overlooked is that companies get fooled during the interview process. Think about it - the job of a salesperson is to emotionally impact a company to buy something. During an interview process, they're selling themselves. Even bad salespeople usually perform well in front of an audience; they typically fail for other reasons.

So, how can companies increase their probability of hiring the right salespeople? By implementing a proper due diligence program. Many companies trust their gut after an interview process and move forward with a candidate without any due diligence. Sure, some will conduct reference calls, but these calls typically act as a rubber stamp instead of digging for validation.

Below is a list of actions that every business leader should take before making the final decision of hiring a new salesperson. Although this process takes time, it's a lot less laborious than trying to replace salespeople every year.

Create a due diligence checklist. Sales leaders are extremely busy and when the pressure is high, they'll trust their interviewing instincts and move forward without conducting proper due diligence.

Conduct a background check. I've heard good things about Good Hire and Hire Right, but a quick online search will provide many options.

Position your reference calls properly. Most references are listed because they'll have a positive opinion of the candidate, and the phone call is usually made to be too easy.

Preface the conversation. For example, "we like Jennifer, but I want to make sure that she is a fit for the position and that we're a fit for her. The last thing I want to do is hire Jennifer and find out later that it wasn't a good fit - that's not good for either of us." This helps the conversation to be consultative and the reference will feel more compelled to be transparent.

Ask thought-provoking questions. Don't just ask the close-ended or leading questions that will validate a positive decision and make this process brief. Ask questions that will reveal the character of the candidate. A few examples and ideas are:

- Tell me about Jennifer
- What type of salesperson is she? Do not indicate the type of sales role you have. You'll get a ton of info on this question - especially if you ask for examples.
- If you were asked to use two or three adjectives to describe Jennifer, what would those be?
- Is there a story that sticks out about Jennifer?
- Ask questions that confirm stories shared during the interview process. Don't be overly critical of difference in the details of stories - memories and perspectives can give varying stories. However, if there is a blatant lack of consistency (e.g. Jennifer didn't work the Citi-bank account), then there is an issue.



Conduct a social media review. Check Facebook, LinkedIn, Twitter, YouTube, Instagram and other social media sites to Detect any indicators of behavior inconsistent with the values of your company or the candidate's poor judgment.

Calibrate your expectations. Be aware that your reference calls will not be as glossy or as positive as you're used to because of your new techniques. Do not judge these calls against your previous experience or you might become overly critical of strong candidates. You want to ensure that your favorable opinion can be justified, not confirm that your candidate is superhuman.

NIFAD Annual Meeting



June 13-15, 2020

Hyatt Regency Orlando
Orlando, Florida

NIFAD has sleeping rooms

blocked June 2013-16, 2020.

Our room rate is \$139 single or double

Experience ultimate convenience
at Hyatt Regency Orlando.

With the Orange County Convention Center
just steps away and the International Drive
I-RIDE Trolley at your door, you'll find it's easy
to explore top Orlando events and attractions.

More information available in Spring 2020.

