

**Texas Commission on Fire Protection
Health and Wellness Committee Meeting Agenda
Thursday, October 23, 2025 – 10:00 a.m.**

4800 N. Lamar Boulevard, North Lamar Boulevard Bldg., Room 140, Austin, Texas The

Health and Wellness Committee meeting will be held in person at the above location.

Agenda:

- 1. Call to order.**
- 2. Roll call and excuse of absences, if any, of Committee members.**
- 3. Adoption of the July 17, 2025, and the January 16, 2025, Health and Wellness Committee meeting minutes.**
- 4. Status updates and progress reports from assigned Project Workgroups:**
 - a) Sleep**
 - b) Nutrition**
 - c) Cardiac Health**
 - d) Hormones Report**
 - e) Fitness**
 - f) Mental Health**
 - g) Cancer Report**
- 5. Update from the Agency Chief.**
- 6. Discussion and possible action on enhancing fire fighter survivorship resources.**
- 7. Discussion and possible action related to HB 1639 – update on HHSC Committee’s work.**
- 8. Discussion and possible action related to HB 198.**
- 9. Subjects for future agenda items.**
- 10. Schedule future meeting dates.**
- 11. Adjourn meeting.**

AGENDA ITEM NUMBER 1

1. Call to order.

AGENDA ITEM NUMBER 2

2. Roll call and excuse of absences, if any, of Committee members.

AGENDA ITEM NUMBER 3

3. Adoption of the July 17, 2025 and the January 16, 2025 Health and Wellness Committee Meeting minutes.

**Texas Commission on Fire Protection
Health and Wellness Committee Meeting
July 17, 2025, Meeting Minutes**

Member Attendance:

Doug Boeker	Ashley Watson	Brian O'Neil*	Michael Anderson
Homer Salinas	Adam Story	Del Albright*	Michael Mire
Daniel DeYear	Steven Green	Chris Kahl	

*Unexcused absence

1 Call to order – Presiding Officer Doug Boeker called the July 17, 2025 meeting of the Texas Commission on Fire Protection (TCFP) Health and Wellness Committee meeting to order at 10:03 a.m. at the North Lamar Boulevard Building, 4800 North Lamar Boulevard, Room 140, Ausitn, Texas.

2 Roll Call and excuse of absences, if any, of committee members – Doug Boeker called roll, and a quorum was present. A motion was made by Michael Mire and seconded by Steven Green to declare Brian O'Neil and Del Albright as unexcused absences. The motion carried.

3 Adoption of the April 24, 2025, Health and Wellness Committee meeting minutes – a motion was made by Adam Story and seconded by Homer Salinas to approve the April 24, 2025 meeting minutes. The motion carried.

4 Status updates and progress reports from assigned project work groups:

- a. Sleep – no report was provided.
 - b. Nutrition – Ashley Watson gave the report.
 - c. Cardiac Health – Doug Boeker gave the report.
 - d. Hormones Report – Ashley Watson gave the report.
 - e. Fitness – Chris Kahl gave the report.
 - f. Mental Health – Michael Mire gave the report.
 - g. Cancer report – Doug Boeker gave the report.
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5 Discussion and possible action on enhancing fire fighter survivorship resources – a motion was made by Michael Mire and seconded by Homer Salinas to table this item. The motion carried.

6 Discussion and possible action on collaborating with the Texas Universities for Wellness studies – a discussion on different Universities and different Health and Wellness programs took place. No action was taken.

7 Discussion and possible action on increased committee member presence at Health and Wellness Conferences statewide – a discussion about different conferences the Health and Wellness Committee could attend took place. No action was taken.

8 Subjects for future meeting agenda items – revisit the January 2025 meeting minutes. Doug Boeker will take the Committee’s position on the Injury Report to the Commission at their next meeting. Doug Boeker will request the Commission to remove Del Albright from the Health and Wellness Committee and provide a replacement.

9 Future meeting date is scheduled for October 23, 2025 at 10:00 a.m. – meeting date was confirmed.

10 Adjourn meeting – a motion was made by Daniel DeYear and seconded by Adam Story to adjourn. The motion carried.

X _____
Doug Boeker, Presiding Officer

Date

**TEXAS COMMISSION ON FIRE PROTECTION
HEALTH AND WELLNESS COMMITTEE JANUARY 16, 2025
MEETING MINUTES**

Presiding Officer Doug Boeker called the January 16, 2025 meeting of the Texas Commission on Fire Protection (TCFP) Health and Wellness Committee to order at 10:00 a.m., at the North Lamar Boulevard Building, 4800 N. Lamar Boulevard, Room 140, in Austin, Texas.

Member Attendance:

Steve Green	Ashley Watson	Michael Anderson	Homer Salinas
Doug Boeker	Brian O'Neill	Daniel DeYear	Adam Story
Del Albright**	Michael Mire*		

*Excused absence

**Unexcused absence

Staff present:

Frank King	Yazzy Chavez	Cliff Grant
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1. Call to Order – Presiding Officer Doug Boeker called the meeting to order at 10:00 a.m.

2. Roll Call and Excuse of Absences, if any – Presiding Officer Doug Boeker called roll, and a quorum was present. A motion was made by Ashley Watson and seconded by Michael Anderson to excuse Michael Mire’s absence. The motion carried.

3. Introduction of Newly Appointed Committee Members – Michael Anderson introduced himself as a new committee member and is currently serving as Deputy Assistant Chief at Travis County ESD2 Pflugerville Fire Department.

4. Committee Member Training – TCFP Deputy Chief Cliff Grant. conducted training on TCFP rules and policies related to the Committee.

5. Adoption of October 1, 2024 Meeting Minutes – The October 1, 2024 Health and Wellness Committee meeting minutes were presented. A motion to adopt the minutes was made by Steve Green and seconded by Adam Story. The motion carried.

6. Review and Discussion of Prior Committee Work and Accomplishments –

The Committee reviewed and discussed prior work, including notable accomplishments such as the injury report, firefighter cardiac health initiatives and cancer awareness training.

7. Discussion and Possible Action on the Review of the Mental Health Program

Adam Story discussed his ongoing efforts to monitor mental health programs for fire service personnel. Updates on this initiative will be provided at the next meeting on April 24, 2025.

8. Assignment of Project Work and Formation of Workgroups – Presiding

Officer Doug Boeker assigned the following project topics and workgroups:

- a. Sleep: Brian O’Neill
- b. Nutrition: Ashley Watson
- c. Injury Report Review: Adam Story
- d. Cardiac Health: Doug Boeker
- e. Hormones Report: Ashley Watson
- f. Fitness: Chris Kahl
- g. Mental Health: Consortium (Michael Mire)
- h. Cancer Report: Homer Salinas

Progress reports on these topics will be presented at the next meeting on April 24, 2025.

9. Discussion and Possible Action on Other Health and Wellness Needs – The

Committee discussed establishing a Health and Wellness Officer program. Homer Salinas proposed adding this topic to the agenda for the next meeting.

10. Subjects for Future Meeting Agendas – Project Workgroup Reports and the

Health and Wellness Officer program updates. Committee members were encouraged to submit additional topics for discussion by March 31, 2025, to be included in the next meeting agenda.

11. Future Meeting Dates – The next meeting is scheduled for April 24, 2025, at

10:00 a.m. Future meetings were scheduled for 10:00a.m. on July 17, 2025, and October 23, 2025.

12. Adjourn Meeting – A motion to adjourn the meeting was made by Daniel

DeYear and seconded by Chris Kahl. The motion carried, and the meeting was adjourned.

X _____
Doug Boeker, Presiding Officer

Date

AGENDA ITEM NUMBER 4

4. Status updates and progress reports from assigned Project Workgroups:

- a. Sleep
- b. Nutrition
- c. Cardiac Health
- d. Hormones Report
- e. Fitness
- f. Mental Health
- g. Cancer Report

Texas Firefighter Cancer Prevention & Awareness Survey

Section 1: Demographics

To understand context and variability across departments.

1. What is your department name?
 2. What type of department do you serve in?
 - Career
 - Volunteer
 - Combination
 3. What is your rank?
 - Firefighter
 - Engineer/Driver
 - Officer (LT/Capt/BC)
 - Chief Officer
 - Other (please specify): _____
 4. How many years have you served in the fire service?
 - 0–5
 - 6–10
 - 11–15
 - 16–20
 - 21+
 5. Approximate number of annual structure fire responses in your department:
 - 0–10
 - 11–25
 - 26–50
 - 51–100
 - 100+
-

Section 2: Department Policies on Cancer Prevention

To evaluate the formal guidance provided.

6. Does your department have a **written cancer prevention policy**?
 - Yes
 - No
 - Unsure
 7. If yes, does the policy include (check all that apply):
 - PPE decontamination procedures
 - Diesel exhaust removal procedures
 - Annual medical physicals
 - Cancer screening guidelines
 - Tobacco use policies
 - Clean cab or clean gear policies
 - Return-to-service hygiene requirements
 - Mandatory training on cancer risks
 - Post-fire gross decon protocols
 - Other: _____
 8. How often is the cancer prevention policy reviewed or updated?
 - Annually
 - Every 2–3 years
 - Rarely or never
 - Unsure
-

Section 3: Operational Practices

To assess what's actually happening at the station and on the scene.

9. After a structure fire, how often do crews perform **gross decontamination (wet wipe-down, rinse, etc.)** before leaving the scene?
 - Always
 - Often
 - Sometimes
 - Rarely
 - Never
 10. Are **replacement hoods or gear** available at fire scenes or in quarters?
 - Yes, always
 - Yes, sometimes
 - No
 11. Does your department provide **on-scene or station-based gear washers (extractors)**?
 - Yes, all stations
 - Yes, some stations
 - No
 12. How often do you personally **launder your gear**?
 - After every fire
 - Weekly
 - Monthly
 - Rarely or never
 13. How often do you wear **contaminated gear inside the cab of an apparatus**?
 - Never
 - Occasionally
 - Frequently
 - Always
 14. Does your department utilize **diesel exhaust capture systems** in the stations?
 - Yes, all stations
 - Yes, some stations
 - No
 - Unsure
 15. Are members allowed to **take PPE home or store it in personal vehicles**?
 - Yes
 - No
 - Not addressed in policy
-

Section 4: Medical and Preventive Care

To identify early detection and health support efforts.

16. Does your department provide **annual physicals** for all personnel?

- Yes
- No
- Optional

17. Do annual physicals include **cancer screenings (e.g., bloodwork, skin checks, imaging)**?

- Yes, all members
- Yes, for members over a certain age
- No
- Unsure

18. Are you personally **aware of your risk** for occupational cancers due to firefighting?

- Very aware
- Somewhat aware
- Not aware

19. Have you received any **education or training about firefighter cancer risks** in the last 12 months?

- Yes, department-provided
- Yes, through other organizations (e.g., Texas Fire Chiefs Association, IAFF)
- No

20. Do you feel you have **adequate knowledge and tools** to reduce your cancer risk?

- Yes
 - No
 - Not sure
-

Section 5: Culture and Compliance

To evaluate attitudes and cultural barriers.

21. How would you rate your department's **overall commitment** to cancer prevention?

- Very strong
- Moderate
- Weak
- None

22. Are there cultural barriers that **discourage decontamination or clean practices**?

- Yes – such as “dirty gear = experienced” culture
- No
- Unsure

23. Have you ever felt **peer pressure not to decontaminate**, wear clean gear, or follow protocols?

- Yes
- No

24. What is the most common reason **personnel skip** cancer prevention procedures? (Choose the most frequent one.)

- Time constraints
 - Lack of resources (e.g., wipes, replacement gear)
 - Lack of policy or enforcement
 - Cultural resistance
 - Lack of knowledge
 - Other: _____
-

Section 6: Survivor Support and Reporting

To understand how cancer is tracked and how survivors are supported.

25. Has your department had any **current or former members diagnosed with cancer** potentially linked to the job?

- Yes
- No
- Unsure

26. Does your department have a **tracking system** for occupational illnesses like cancer?

- Yes
- No
- Unsure

27. Are firefighters diagnosed with cancer provided support through:

- Workers' comp assistance
- Legal or insurance guidance
- Counseling or peer support
- Financial assistance
- None of the above
- Unsure

28. Are firefighters encouraged to **report exposures or suspected links to cancer**?

- Yes
 - No
 - Not addressed
-

Section 7: Open Feedback

29. What **additional measures** should your department take to improve cancer prevention?
30. Any other **comments, concerns, or stories** you'd like to share related to cancer in the fire service?

Section 8: Tools and Equipment Decontamination

31. After a fire, how often are tools and equipment (e.g., irons, hose, nozzles, SCBA) cleaned or decontaminated?
- Always
 - Depends on the Fire
 - Depends on the Crew
 - Rarely
 - Never
32. Does your department have a written procedure for cleaning tools and equipment post-incident?
- Yes
 - No
33. Where are dirty tools typically cleaned? (e.g., on scene, back at station, specialized decon area)
- At the emergency scene
 - At the station
 - In a clean room
 - Swapped for clean tools on scene and cleaned off site
 - We do not clean tools
34. Are cleaning supplies (soap, disinfectants, brushes) readily available for tool decon?
- Yes
 - We use make shift cleaners (soap or cleaners found from other settings)
 - No
35. Is there a designated person or role responsible for ensuring equipment is cleaned after incidents?
- The Officer
 - The Engineer
 - The individual that used the tool
 - Chief Officer
 - We have a formal inspection program that looks at hygiene factor.
36. Have you received training on proper tool and equipment decontamination procedures?
- Yes, in house training specific to cancer prevent
 - No
 - It's part of an online training program we access.

37. How would you rate your department's compliance with equipment decon protocols?

- Excellent
- Good
- Poor

38. How would you rate your individual compliance with equipment decon protocols?

- Excellent
- Good
- Poor

Texas Firefighter Cancer Study (PI: J. Hwang)

In response to growing evidence of elevated cancer risk among firefighters in Texas, and in recognition of the critical need for improved occupational exposure tracking and early detection, the Texas State Legislature appropriated funds through Senate Bill 1 89th Legislature in May 2025 to UTHealth Houston to establish the Texas Firefighter Cancer Study. This two-year initiative is designed to reduce the burden of firefighter-related cancers through three projects. While each project requires a distinct study protocol due to its methodological scope and data sources, they are unified by a shared scientific framework. The overarching protocol conceptualizes firefighter cancer risk as a multi-project process, beginning with exposure to carcinogens during firefighting activities, progressing through biological alterations, culminating in cancer diagnoses confirmed by registries, and clinical cancer screening promotion campaigns.

The three initial projects include:

- **Project 1 Carcinogenic Exposure Assessment** - Quantitative measurement of occupational exposure to fire-related carcinogens and analysis of exposure-associated molecular biomarkers in new recruits, active-duty firefighters, and retirees;
- **Project 2 Occupational Cancer Epidemiology** - Evaluation of cancer incidence, prevalence and mortality through the linkage of occupational histories, demographic variables, and data from the Texas Cancer Registry and Texas Commission on Fire Protection;
- **Project 3 Cancer Screening Promotion** - Implementation of a firefighter-specific cancer screening initiative as part of the annual occupational medical examination, incorporating cancer-associated molecular tools for risk stratification and early detection.

Texas Firefighter Cancer Study

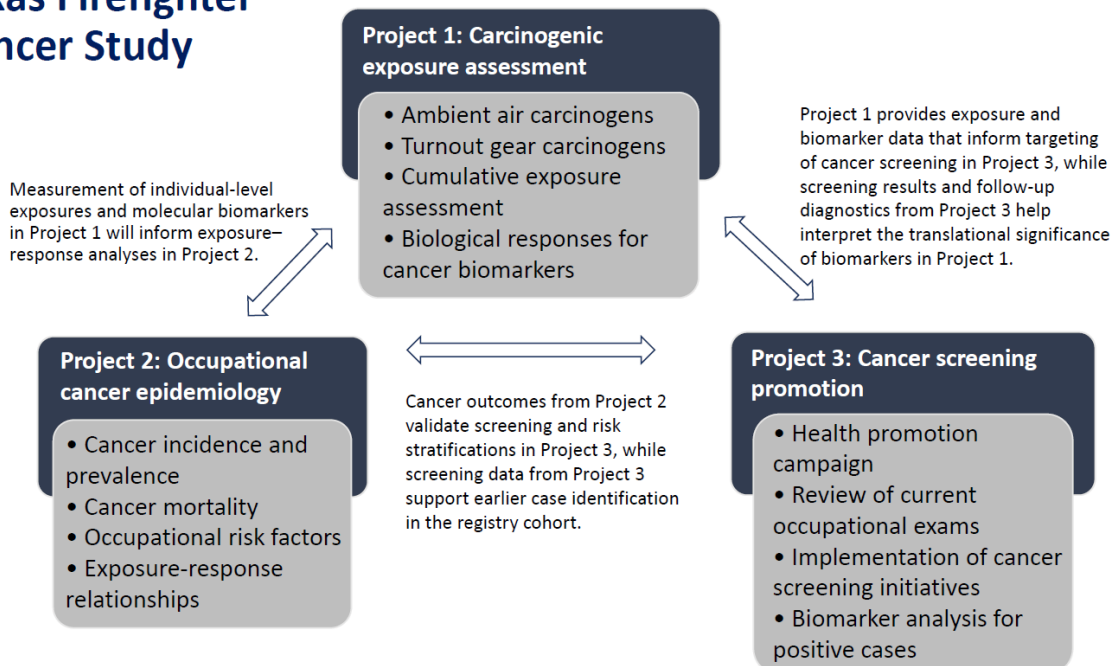


Figure. The Texas Firefighter Cancer Study: a unified protocol linking exposure to carcinogens, cancer epidemiological profiles, and occupational health examination programs.

TEXAS FIREFIGHTER CANCER STUDY

Overall Goal

The goal of this study is to reduce the cancer burden among firefighters using an integrated approach that combines a health assessment of carcinogenic exposure, an epidemiological analysis of cancer data, and a cancer screening campaign.

Scope of work

This project includes three independent but complementary initiatives that collectively address key components of firefighter cancer research:

1) Carcinogenic Exposure Assessment

- **Goal:** Measure firefighters' exposure to carcinogens during fire events.
- **Protocol:** Use personal air and dermal samplers during emergency fire responses to quantify exposure. Analyze biospecimens for cancer-related biomarkers to assess biological impact.

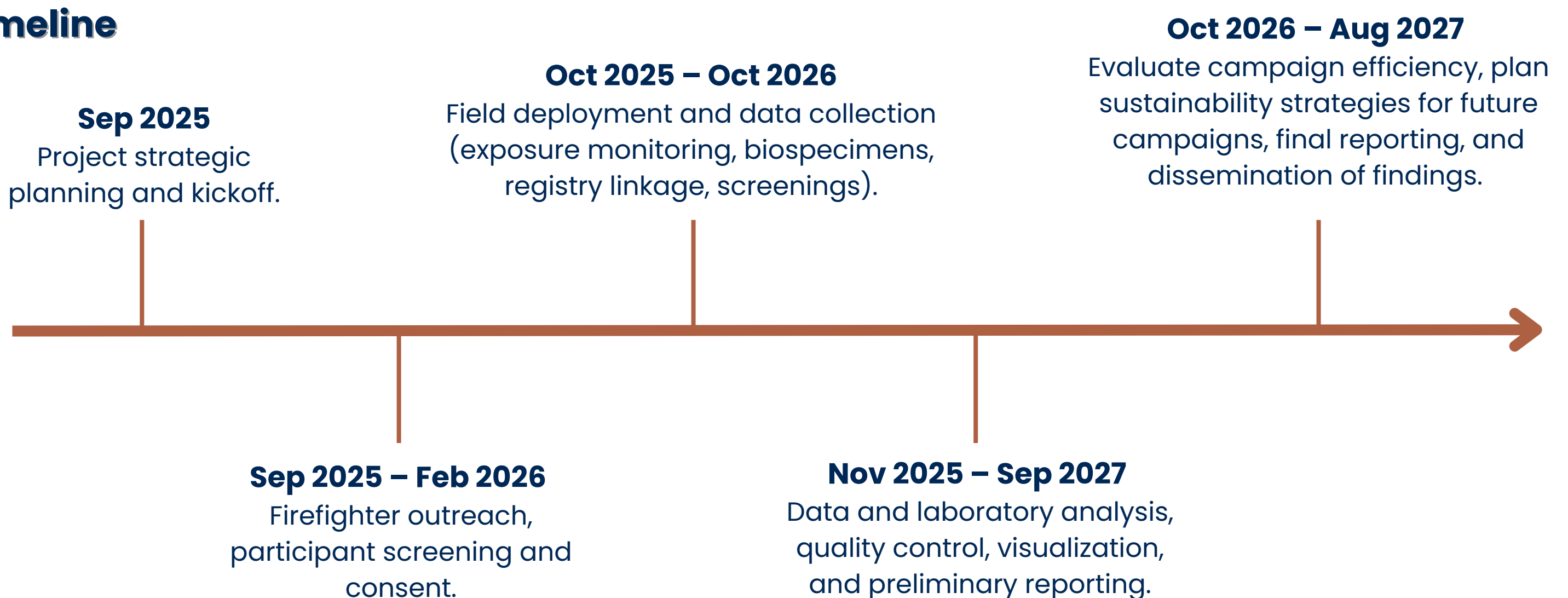
2) Occupational Epidemiological Analysis

- **Goal:** Evaluate cancer incidence, prevalence, and mortality among Texas firefighters.
- **Protocol:** Link data from the Texas Cancer Registry, Texas Commission on Fire Protection, and firefighter associations to identify occupational risk factors and exposure-response relationships.

3) Cancer Screening Promotion

- **Goal:** Promote early detection through firefighter-specific education and screening.
- **Protocol:** Integrate cancer screening and molecular risk assessments into occupational health exams. Use precision health tools to identify early biomarkers and improve risk stratification.

Timeline



Key Outcomes

Identification of high-risk exposures and cancer types among firefighters.

Evidence-based recommendations for cancer prevention and screening.

Development of firefighter-specific health monitoring protocols.

Strengthened collaboration between public health, fire services, and policymakers.

AGENDA ITEM NUMBER 5

5. Update from the Agency Chief.

AGENDA ITEM NUMBER 6

6. Discussion and possible action on enhancing fire fighter survivorship resources.

AGENDA ITEM NUMBER 7

7. Discussion and possible action related to HB 1639 - update on HHSC Committee's work.

1 AN ACT
2 relating to a study on the increased incidence of cancer in female
3 firefighters in this state.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. (a) In this Act:

6 (1) "Commission" means the Texas Commission on Fire
7 Protection.

8 (2) "Department" means the Department of State Health
9 Services.

10 (3) "Registry" means the cancer registry established
11 under Chapter 82, Health and Safety Code.

12 (b) The department, in collaboration with the commission
13 and using registry information, shall conduct a study on the
14 increased incidence of cancer in female firefighters in this state.

15 (c) In conducting the study, the department and commission
16 shall, using registry information and data collected from readily
17 available sources, compare cancer rates among female firefighters
18 in this state to cancer rates among other women, focusing on cancers
19 specific to women, including ovarian and breast cancer.

20 (d) Not later than September 1, 2026:

21 (1) the department shall prepare and submit to the
22 legislature a written report containing the results of the study
23 and any recommendations for legislative or other action; and

24 (2) the department and commission shall make the

1 report publicly available by posting the report on the agencies'
2 and registry's respective Internet websites.

3 (e) This Act expires September 1, 2027.

4 SECTION 2. This Act takes effect September 1, 2025.

President of the Senate

Speaker of the House

I certify that H.B. No. 1639 was passed by the House on May 7, 2025, by the following vote: Yeas 141, Nays 7, 2 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 1639 was passed by the Senate on May 20, 2025, by the following vote: Yeas 28, Nays 3.

Secretary of the Senate

APPROVED: _____

Date

Governor

AGENDA ITEM NUMBER 8

8. Discussion and possible action related to HB 198.

AN ACT

relating to periodic health screenings for firefighters.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. This Act may be cited as the Wade Cannon Act.

SECTION 2. Chapter 180, Local Government Code, is amended by adding Section 180.011 to read as follows:

Sec. 180.011. OCCUPATIONAL CANCER SCREENING FOR FIREFIGHTERS. (a) In this section, "firefighter" means an individual defined as fire protection personnel under Section 419.021, Government Code.

(b) A political subdivision that employs firefighters shall offer an occupational cancer screening to each firefighter at no cost to the firefighter in the fifth year of the firefighter's employment, and once every year following the initial screening.

(c) The occupational cancer screening offered under Subsection (b) must be confidential, and in addition to testing for cancer, include:

- (1) a urine test;
- (2) a pulmonary function test;
- (3) an electrocardiogram;
- (4) an infectious disease screening;
- (5) a breast cancer screening;
- (6) a blood test; and
- (7) subject to Subsection (d), a chest x-ray.

1 (d) A firefighter is eligible to receive a chest x-ray
2 during the screening under this section once every five years.

3 (e) The Texas Commission on Fire Protection shall adopt
4 rules establishing minimum standards for the screening under this
5 section using standards developed by the National Fire Protection
6 Association.

7 (f) Notwithstanding Subsection (b), a political subdivision
8 that employs firefighters is not required to offer a screening
9 under this section if the political subdivision offers an annual
10 occupational medical examination under a plan submitted to the
11 Texas Commission on Fire Protection no later than February 1 of each
12 year. The plan must be endorsed by a physician and be in
13 substantial compliance with standards developed by the National
14 Fire Protection Association. The Texas Commission on Fire
15 Protection shall adopt rules to implement this subsection.

16 SECTION 3. This Act takes effect June 1, 2026.

President of the Senate

Speaker of the House

I certify that H.B. No. 198 was passed by the House on May 6, 2025, by the following vote: Yeas 148, Nays 1, 1 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 198 was passed by the Senate on May 19, 2025, by the following vote: Yeas 31, Nays 0.

Secretary of the Senate

APPROVED: _____

Date

Governor

AGENDA ITEM NUMBER 9

9. Subject for future agenda items.

AGENDA ITEM NUMBER 10

10. Schedule future meeting dates.

AGENDA ITEM NUMBER 11

11. Adjourn meeting.