

FALL 2023

Professional  
Firefighters  
Union of  
Indiana



# INDIANA FIRE FIGHTER

Representing Indiana's Professional Fire Fighters, Paramedics, EMT's, and 911 Telecommunicators



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President Emeritus: Thomas H. Miller  
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Vice-President Emeritus: Chuck Sosbe  
Secretary-Treasurer Emeritus:  
Richard O. Kissel

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## Hub-and-Spoke Fire Fighter Training announcement in Plymouth.

Governor Eric Holcomb,  
President Tony Murray,  
IDHS Executive Director Joel Thacker,  
State Fire Marshal Steve Jones



New IAFF charter presentation for  
Plymouth Professional Fire Fighters  
Local 5443



## President Anthony Murray

Season's  
Greetings!

2023 is winding down, and we are all preparing to spend time immersed in the holidays. I wish you

a healthy and happy season filled with good times and great gatherings with family and friends.

The PFFUI has been at work with our foot on the gas pedal over the last several months. Since the legislative session ended, our legislative team has been on the road meeting with legislators in their districts to discuss our 1977 Fund, the work members are doing on the line, and previewing topics of concern for the PFFUI in the upcoming legislative session. These valuable meetings during the summer will help us work on your behalf when the session gets underway in January. Nearly every legislator hosts a fundraiser during the summer while they are out of session, and we attend in person so that legislators know we appreciate their support for PFFUI issues and look forward to continuing to work with them in the upcoming session of the General Assembly. Our ability to be engaged on all levels helps to represent your professional interests at a high level.

Vice-President Whited has outlined in this edition of the newsletter some of the priorities and other tracked topics we will work on in the upcoming session. As we prepare, we are scheduled to meet with the House and Senate leadership, the Lieutenant Governor, the Governor, and his staff. Once a month, we meet with fire service and EMS stakeholder groups to address issues affecting members and share ideas to enhance public safety in the state. We are working closely with the office of IDHS on implementing initiatives passed in the last session, such as fire fighter PFAS blood testing pilot program and expansion of fire training facilities in the state. We look forward to fully implementing these programs very soon, as I know many of our members are interested in both.

Several locals joined to host three Fire Ops 101 programs this fall. I was fortunate to attend all of them to see the great job our members do in helping elected and appointed decision-makers and community stakeholders understand the intense work and highly skilled methods our members use daily. Fire Ops 101 has proven invaluable in helping our members communicate their needs and educate hundreds of participants all around the state, including state legislators, mayors, council members, and state officials. This program is effective and highly popular with those who accept the

invite to spend a day in our boots as it is with our members. PFFUI is pleased to continue to provide a subsidy to locals to offer this important experience.

Throughout the summer and fall, I have enjoyed talking with members in firehouses, meeting retirees at gatherings, introducing the PFFUI to new members at academies, celebrating recruit graduations, supporting members for outstanding achievements at awards and recognition ceremonies, and stopping in local union meetings. PFFUI District Vice-Presidents have held district meetings, providing information and updates from all three principal officers, IAFF 8th District VP Mark Sanders, Communications Director Erik Scheub, Data Analyst Ross Sergi and Political Director Cody Leever. I always appreciate the opportunity to hear from local affiliate leadership about the work being done at the local level while helping us understand our mission from the PFFUI perspective.

From an education standpoint, PFFUI hosted a well-attended comprehensive training for local affiliate leaders concerning merit systems, how they are structured, and how the new law expanding merit systems will affect our members across the state. We also partnered with the state FOP and INPRS to host a detailed workshop for local pension secretaries and union officers. This program was successful in re-launching this important education as we have seen a large turnover in pension secretaries. INPRS also launched a pension secretary mentor resource to assist new and experienced pension secretaries with questions and best practices.

I encourage locals to consider several upcoming educational opportunities for local affiliate officers and appointed local members coming up in 2024, provided by the PFFUI. February is the IAFF Partnership Education Program classes for affiliate leadership and the Thomas H. Miller Legislative Conference. In March, the PFFUI will host the IAFF State Political Training Academy and PFFUI Communications Training Academy, where attendees must be recommended by their local president. Work is underway for the PFFUI New Leader Training Seminar to be held sometime in early Spring 2024. Details will be sent soon, and a complete listing of upcoming events in 2024 can be found in this edition of the newsletter.

This fall the PFFUI launched an initiative to double our Political Action Committee (PAC) fund. At the 2023 convention, I spoke about the fundamental need for us to work together to create more participation from our members to increase our PAC fund. We do not use dues for political action purposes. Rather, the PAC relies on voluntary contributions from our members to support our efforts. We have created several initiatives to meet this goal, including updated contribution

levels for 2024. If we are to be successful in many of the future goals to enhance the retirement benefit, we will need to be diligent in our efforts to double the PAC fund. We genuinely appreciate members and local affiliate PACs investing in our efforts through PAC contributions and know that we use these funds sensibly to support those who support our basket of professional issues. If you would like to contribute, scan the QRC in this newsletter edition. Thank you for your support.



## Vice-President Mike Whited

Brothers  
and Sisters,

After the 2023 General Assembly session finished, President Murray and myself started working on the 2024 session. During the

2023 session, a priority for us that didn't pass was increasing the COLA (cost of living adjustment) cap for our 77 fund retirees from 3% to 5%. We are very fortunate to have an automatic COLA for our retirees and we owe this benefit to the people responsible for the framework of the 1977 police and fire pension: We are only one of two pension funds in Indiana that has an automatic COLA in Indiana. That being said, we feel that the cap needed to be increased. The cost to raise the cap came at \$94 million price tag and the lawmakers let us know that they were not going to do any benefit increase to any of the other pension plans in 2023 so they were not able to give us a bigger pension increase then we were already due.

For 2024, our legislative session priorities will include:

- Continuing to work on increasing the COLA cap from 3% to 5%.
- Increasing the survivors lump sum death benefit. It is currently \$12,000 paid to the surviving spouse, benefactor or estate at the time of the members death. The last time it was increased was about 20 years ago and this \$12,000 is taxed because it is a benefit the paid out of the pension fund. We are asking it to be increased to \$15,000.
- Marion County fire consolidation. This is Marion County-only legislation. We have tried to pass this a few times over the last decade and we feel we have a good chance on passing it this session.
- Making EMS an essential service provided by Local Government is a bill initiative of the IFCA and PFFUI will support the bill after we review the draft. This bill will call for a study of 911 transporting EMS systems, including programs where our members are currently providing out-of-hospital care and transport. We believe this will substantiate the services

Many departments are holding hiring processes. We encourage local presidents to share hiring details with the PFFUI to help create awareness for applicants through our social media platforms and listing on PFFUI.com. Check out the PFFUI Podcast with new episodes and new topics every month. You can find the podcast on Apple Podcasts, Spotify, SoundCloud or YouTube.

Be well and take good care of yourself and each other.

our members provide while providing potential for the expansion of EMS work in career departments.

- Increasing the maximum time in the DROP (deferred retirement option plan) from 3 years to 5 years.

PMOC (Pension Management Oversight Commission) is a summer study committee that meets every summer to discuss pension topics. They met twice this summer and recently met and voted on their final draft. Our priorities on COLA, death benefit and DROP were all discussed along with presentations from INPRS about the costs associated with each issue. All three of our priorities were in the final draft which is a good thing. PMOC didn't kill our issues but instead voted to further study these important topics.

Also, we know of other possible legislation being filed that could affect fire fighters and EMS workers, and we will be closely watching. In addition to working on our 2024 priorities, President Murray and myself have been attending other summer study hearings and attending several fundraisers each week this summer and fall. We attend these fundraisers are for legislator friends and bring a PAC check to let them know we appreciate their willingness to listen to our important issues.

In closing, the 2024 session starts in a few short months and the PFFUI legislative team will be ready for another successful year. If any of you would like to come to the Statehouse to see how laws are made, we would love to have you there. We just ask you to contact President Murray or myself to let you know what days would be best to attend.



**2023 PFFUI Fall Seminar**  
on Merit Systems  
held in Indianapolis



## Secretary-Treasurer Michael Pinkham

Brothers  
and Sisters,

I'm pleased to report that the PFFUI continues to grow with the addition of 7 new affiliates since the

first of the year. Our finances remain stable and our per capita rates remain reasonable compared with other IAFF State and Provincial Associations. Our state association per capita dues are currently \$4.81 per active member per month and \$2.40 per retired-active member per month. These rates will increase January 1, 2024 to \$4.95 per active member and \$2.47 per retired-active member as a result of our automatic COLA tied to the prior year's 1977 Fund COLA. Our membership presently stands at 89 Locals representing over 7,000 active members and over 1,300 retired-active members.

If your local is not yet utilizing IAFF SMART please urge your local leaders to explore the system. The SMART platform offers ease of membership management and the ability to communicate quickly and effectively with members. The PFFUI has adopted the IAFF SMART State Association Per Capita Tax (PCT) Invoicing System for our online invoicing method to all affiliates.

It has been a busy and productive second half of the year to date under President Tony Murray's leadership as your Executive Board, Trustees, and representatives continue the work advocating for protections and benefits for our membership and their families.

We are already planning numerous events for next year and we are pleased to announce that we will again host an af

ffiliate leadership educational program in conjunction with our annual legislative conference on February 26-27, 2024 in Indianapolis. We will also conduct a Political Training Academy & Communications Training Academy March 19-20, 2024 in Noblesville, and our 48th annual convention is scheduled May 22-24, 2023 in Fishers. Details on these and other events will be emailed to affiliate leaders as they are finalized.

With the end of the year and potential changes in affiliate officers please remember to keep us informed of changes in your elected local leadership and be reminded to schedule an annual financial review in compliance with the IAFF Constitution & Bylaws and that every Local Affiliate must file a Form 990 federal tax return typically by May 15th to ensure compliance with IRS not-for-profit regulations.

We enjoyed another successful year in the General Assembly as your advocates seeking legislation protecting and enhancing the benefits of firefighters and our expectations are high as we continue the process of drafting legislative initiatives and monitoring issues of importance.

We could not have achieved our legislative successes without your support of our Indiana Firefighters Political Action Committee. Your financial commitments are critical to the success of our legislative initiatives. Please continue to help us in these efforts by contributing to the Indiana Firefighters PAC. You can use the following link to submit an individual contribution online: [PayPal.Me/INFFPAC](https://www.paypal.com/donate/?url=https%3A%2F%2Fwww.inffpac.org)

Rep. Earl Harris and President Tony Murray at the Pension Management Oversight Committee meeting.



Fall Meeting of the PFFUI  
Executive Board, Trustees and Staff,  
President Emeritus Tom Miller

## INDIANA FALLEN FIRE FIGHTERS MEMORIAL REMEMBRANCE CEREMONY



### *"WE REMEMBER"*

Lewis E. Wiesler - Lafayette 1979

Jan Dawes - Van Buren FD 1988

Bill Walters - Waterloo-Grant Township Volunteer Fire Depart 2021

Ronald Derrickson - Straughn Volunteer Fire Department 2021

Joe Stucker Jr. - Fairland FD 2021

Duane Erwin - Elberfield Fire Territory 2021

Bruce DeArk - Jeffersonville 2022

Mark Rapp - Indianapolis 2022

Terry L. Cassidy - Sparta Township Fire Department 2022

Richard C. Potter - Wayne Township 2022

Brian F. Gainey - Indianapolis Airport FD 2022

Joshua P. Ramirez - Pike Township 2022



President Tony Murray addresses the crowd assembled at the Indiana Fallen Fire Fighters Memorial Remembrance Ceremony.

# District News



**Jon Parkhouse**

1st District Vice-President

Brothers and Sisters of the First,

Organize, organize, organize should be the biggest takeaway from my portion of the newsletter. The 1st District never has an excess of downtime and it has been a whirlwind of activity since the last newsletter.

Our proud twenty-six locals have now grown to twenty-eight officially, with a real shot at thirty on the horizon by the start of the new year. Plymouth came on board mid-summer and has been recently presented their charter and local number, 5443. Their process was flawless, and everyone involved and interested, including the fire administration, were side by side every step of the way. They came together and with city officials in attendance, they are off the ground and running with great results. Another new local is the split of two that wanted to be their own. Elkhart County was made up of firefighters from Concord and Baugo. Concord wanted to be on their own local again and the members of Baugo township wanted to also remain members, so they are in process of forming their local with charter number to be 5455. We are also working with Warsaw and Cleveland Township, who we hope will be on board soon. Welcome to our new Brothers and Sisters.

I attribute this increase to word of mouth from our members that may know someone on these departments and or work part-time with their members and have stressed the importance of becoming a professional organization. The IAFF allows us to be unified as an organization and the work the PFFUI does here in Indiana to support those goals has been invaluable to increasing membership. President Murray conveys a strong message and stresses the importance for firefighters and public safety to be involved and have a voice. The results have spoken in volumes as locals are becoming more successful these days with negotiations, relationships, and of

course wages and other benefits for us and our families. Keep up the work and help to promote our message!

Political involvement is more important than ever. By the time this letter comes out the general election will be over and hopefully if your local has a PAC, they were successful in the various cities and towns races. PAC is important and as Tom Hanify always stated, "charity begins at home." So do yourself a favor and establish a PAC and help contribute to state PAC as well. If you or your local needs help, please reach out and I can assist in getting you going yourself or there is the option to have the state manage an account for you. The PFFUI is here to help you be successful.

I look forward to seeing some of you at the upcoming 1st District meeting on December 11th in South Bend. We will have all principal officers in attendance as well as our communications, data, and governmental affairs people on hand to discuss the upcoming year. This is a great opportunity to network and talk with others on a smaller scale. If you are a principal officer not seeking reelection this next year, I want to thank you for your time to and commitment to help better your members lives. Also, at the time of this print we will be filling another IAFF Peer Support class to be held in Valparaiso on January 18-19. If you have any interest in this important class, please contact your local president or feel free to reach out to me personally at (219)898-8252 or email at 1DVP@pffui.com.

As we put a cap to the year 2023, I hope each one of you can enjoy the upcoming holiday and can celebrate with friends and family. Always put your family first. Take care of them and your co-workers and let's all hope to prosper during and after our career in the fire service. I am truly humbled to be your district vice president and enjoy the new adventures it brings every day. Being able to help brainstorm a new idea, reinvent an old one, or get rid of the bad out there is something I look forward to. Thank you to my fellow vice presidents and to the trustees, especially Larry Tillman, who has done big things with a good department and local. I am always available to talk, text, or email at any point, so please reach out if you have a question or concern.



Fallen Local 4252 member Kyle Martincic's wife, Angela, and daughter Lydia, are presented with a flag in honor of Kyle at the IAFF Fallen Fire Fighters Memorial Ceremony.



Fallen Local 558 member Bruce W. DeArk's wife, Janet DeArk, is presented with a flag in honor of her husband at the IAFF Fallen Fire Fighters Memorial Ceremony.



Fallen Local 416 member Gerald A. Brooks' son Harlem Brooks is presented with a flag in honor of his father at the IAFF Fallen Fire Fighters Memorial Ceremony

**IN MEMORIAM**  
**Devoted Public Servant**  
**Senator Jack Sandlin**  
**1950 - 2023**



**IAFF 8th DVP Mark Sanders  
PFFUI 3rd District  
meeting in Bloomington.**



**Cody Lever**

2nd District Vice-President

Greetings Brothers  
and Sisters,

Hopefully everyone is enjoying Fall, though according to my wife and daughter Fall is just an unnecessary step between Summer and Christmas!

These last few months for us in Anderson have been some of the busiest of my Union career. It has been a lot of work but with some very positive results. In fact, the entire 2nd District has been out there doing incredible work:

Alexandria Local 1649 hosted our 2nd District Fall Meeting in October at their brand-new Golf Course and Restaurant. So new, the address didn't even register on most attendees' GPS! Outside of that little hiccup, the meeting went very well and was attended by 10 of our 22 Locals, all three PFFUI Principal Officers, and DVP Sanders. Great work President Matson and your crew and thank you to everyone who was able to join.

Kokomo Local 396 raised \$39,000 in their MDA Fill the Boot campaign this year, setting another Kokomo record for the 2nd straight year! The Brothers and Sisters of Local 396 hosted the 9/11 Memorial Tribute Challenge again this year, benefiting the Marty Meyers Scholarship Fund. Kokomo distributed \$4,500 to local high school seniors in our fallen

brother's honor. My wife, daughter, and I were honored to attend for the 3rd year in a row and look forward to the event every year.

President Richter from Lafayette Local 472 reports his members will be receiving an 8% salary increase in 2024 along with a minor change to their longevity, Lafayette's 2024 pension base will reach \$81,600. Lafayette Mayor Roswarski hopes to increase their pension base by another 6-7% next year as well. Lafayette Fire has undergone leadership changes at the top levels with a new Fire Chief taking over this year and a new Deputy Chief set to start in January. Brother Richter reports they are looking forward to positive changes. Local 472 hosted their first Fire Ops 101 in October this year and was joined by Wabash Township Local 5383. Brother Richter reports that all fifteen of their participants gave very positive feedback. As usual, Local 472 has had another very successful year in their fundraising campaigns. Their annual reverse raffle raised almost \$13,000 for their charitable organization, \$26,000 for MDA, and most recently, the brothers and sisters of Local 472 supported one of their own, with a pancake breakfast and charity soccer match benefitting Lt. Chad Hoey's wife who has been hospitalized in an ICU in Indianapolis for 3 months.

Muncie Local 1348 has been on the campaign trail this cycle spending well over \$12,000 of their PAC funds, placing hundreds of Firefighter endorsed campaign signs throughout the city for their supported candidates, canvassing door-to-door and utilizing social media for candidate ads as well. Local 1348 joined Anderson and Alexandria at the Anderson Firefighters Local 1262 Fire Ops 101 in October with four endorsed city council candidates. President Chafin reports that his members will finally see a \$3,000 premium pay from the American Rescue Plan funds bringing their total ARP disbursements to \$4,000 per member. Earlier this year Lo-

cal 1348 negotiated a one-year contract that included a 10% base pay increase and an additional 5 years longevity. These increases, coupled with the subsequent technical/rank pay increases, put the average Muncie Firefighter salary increase between 13-17% for 2024. Local 1348 was able to establish a daily EMS stipend of \$50 and \$4,000 yearly Paramedic pay. Muncie Fire is currently hiring, including a lateral transfer process after getting lateral language adopted through their Merit Board.

Wabash Township Local 5383 recently graduated three Probationary Firefighters from a joint Fire Academy with Lafayette Fire and other area departments. The members of Local 5383 are due to see a 20% salary increase for 2024 that was passed unanimously by the township board! President Drew Hampton thanked PFFUI Data Specialist Ross Sergi for the work he did in gathering the information and putting a presentation together that helped solidify this increase.

My home Local of Anderson had us hitting the streets every day canvassing in support of our mayor. Our PAC unanimously endorsed the mayor's reelection and fully invested financially and in manpower to get across the finish line. Brother Sergi helped us utilize data to create and present a budget plan to our mayor that we felt would help with recruitment and retention. After several meetings, events, fundraisers, calls, emails, and texts, we saw the mayor's proposed budget which included many of our suggestions, pass the city council unanimously in October. This budget includes an additional \$4,000 base pay increase putting our total increase for 2024 over 10% as we were already due to receive a contractual 3%. It also includes a minimum of two additional firefighters hired, plans to apply for a SAFER Grant to hire 2-4 more, and an EMS investment that will

help lessen the workload of our paramedics and hopefully recruit and incentivize more paramedics in the future.

Local 1262 hosted our fifth Fire Ops 101 in October and partnered once again with Muncie Local 1348 and Alexandria Local 1649. We had seventeen total participants including State Representatives Kyle Pierce and Cory Criswell, several city council candidates, and Governor Holcomb Legislative Director, Senior Operations Director, and Director of External Affairs. IDHS Director Joel Thacker accompanied these participants throughout much of the day and mentioned sending more through the next event.

I must take a second and thank my home Local for continuing to support our efforts in politics, community outreach and education, and doing great work in the City of Anderson every day.

In closing, as most of you know by now, I announced my intentions to not run again for 2nd District Vice President to focus solely on the Political Director role. So, as we get closer to convention next year, I encourage the brothers and sisters of the District to familiarize yourselves with those who have announced they'll be seeking the nomination. PFFUI Secretary-Treasurer Mike Pinkham and Vice President Mike Whited have also announced they will not be running for reelection. Their decades of experience and great work will absolutely be missed, but they've laid the groundwork for the PFFUI to be successful for years to come. Let's continue down their path of success by supporting the mission and supporting the new leadership, whoever that may be, by **DOUBLING THE PAC!**

Stay safe brothers and sisters.



## Mark Mastison

3rd District Vice-President

Brothers and Sisters of the PFFUI,

Welcome once again from the 3rd District. We have finished another municipal election cycle and are getting ready for Legislative session. I hope the elections

were favorable to you and your local. If so, begin the process to work with those that you supported and continue to work to make better working conditions. If not, get to work on building a relationship with the politicians in power and work to get them to understand public safety is their friend and should be supported. Either way, get to work!

Things seem to be going well in the 3rd District for the most part. First, I would like to welcome the newest local to the 3rd District, the firefighters in Vermillion County. They are

located North of Terre Haute. I look forward to seeing President Mize and his board members at future events. Speaking of Terre Haute, Local 758 never ceases to amaze. After their outstanding job hosting the 2023 PFFUI convention, their good work continues. They took what money they made off of the convention and have already donated it to local charities in the area. They are constantly raising funds thru their chili cook-off, golf scrambles and other events. One of my favorites is called "Protect the Precious" an organization created after a house fire in 2011 claimed the lives of three people due to non-working smoke detectors. Local 758 made it their mission to provide anyone in the Terre Haute area smoke detectors at no cost. I applaud the efforts of President Malone, VP Kensell and the rest of Local 758 for the work they do both off and on duty. Linton Local 3087 did an outstanding job of getting their pension base increased thru building relationships at City Hall. They were also awarded a training facility to be built in the area with some state funding. They were one of only four facilities that made it through the budget process. President Phillips did an outstanding job of working to secure the funding to have one built. Locals in Boonville and Brazil also worked on contracts to increase staffing and benefits. Other locals have reached increases without the benefit of a contract, but using the relationships they have built. Most locals do some

kind of Fall Fundraisers such as golf scrambles, raffles, dances and festivals. Evansville Local 357 uses a food booth at our Fall Festival to raise money for our charities and building maintenance. If you are having an event, please make sure to let the PFFUI know so we can put the information on our social media accounts so that we can assist with your fundraising efforts.

Washington Local 495 has always done a great job of community relations, they have recently stepped up once again. They now have "Hallie", an eight-month-old Dalmatian puppy who they use at events and when working with children. They have taught Hallie to stop (sit), drop (lie down), and roll. This simple process will go a long way in teaching children the message that the fire service has been sharing for years.

I was fortunate enough to be able to attend the Redmond Symposium in August held in New York. This event focuses on Health & Safety for firefighters and first responders. If you ever have the opportunity to attend, I highly suggest it. This year there was focus on PFAS and mental health. They also covered case studies on fires in vape shops and the inherent dangers that they have. And of course, what kind of symposium would be complete without wellness and fitness. All of these sessions are taught by top notch instructors from the fire service.

The 3rd District met in Bloomington for our Fall meeting. Many thanks to President Canada for taking care of all ar-

rangements for this meeting. Almost half of the 3rd District locals were in attendance to listen to reports from IAFF 8th District VP Mark Sanders, PFFUI President Tony Murray, VP Mike Whited, Sec-Treasurer Mike Pinkham, Political Director Cody Leever and Communications Director Erik Scheub. These union leaders gave a unique insight to what is going on around the State and IAFF, and an update on future events. The locals in attendance were able to report on the happenings in their locals and ask questions or ask for help with issues. These Spring and Fall district meetings are a great way for an exchange of information at a more local level.

Best of luck goes out to Princeton Local 1634 as they prepare for the separation of the city and township departments. This separation will turn them into separate departments with different leadership. The main point to remember will be to do what is best for the citizens that they serve and protect. Hopefully politics will stay out of decisions and allow the firefighters to do their job.

2024 looks to be a busy year for brothers and sisters across the great state of Indiana. Seminars, PEPs and conventions (both PFFUI and IAFF) will keep us busy. If you ever have any questions or concerns, do not hesitate to reach out to a PFFUI board member. As always, it is an honor to serve as your 3rd District Vice-President and I look forward to seeing you at future events.



## Hank Harris

4th District Vice-President

Brothers and Sisters,

It's hard to believe we are getting to the end of 2023. The past several months have been busy across the District.

Several Departments are underway with Contract negotiations. I am happy to report

that Beech Grove EMS, our latest department to join Local 416, has a new three-year contract. Among other things, this agreement makes Beech Grove EMS one of the highest paid providers in the county. In less than six months, thanks to the work by Local 416 Secretary Paul Cloyd and Beech Grove Mayor Dennis Buckley, our members at Beech Grove EMS were able to organize and get a new three-year contract all approved by the city.

By the time this article goes to print, another one of our newer departments, the Indianapolis Airport Firefighters, will have ratified their new contract. While this was a long process and ultimately only ended up being a year one deal, it significantly improves the pay of our members at the airport. Once the lowest paid firefighters in the county, this new contract brings their pay close to the pay

of IFD, Wayne and Pike. We are still working on getting them in the pension. While we were unable to accomplish that goal this round, because it is only a one-year contract we will be back fighting for it next year.

We are also currently in the middle of negotiating for Wayne Township firefighters as well as our Emergency Dispatchers at MESA. This will be the dispatchers first contract under MESA. In 2022 Marion County dispatchers took close to 1,000,000 calls, far more than the any other center. The next closest took 300,000. Despite the amount of calls they take, they are currently 7th in pay across the state. Negotiations have been going well and we are hopeful we will have a tentative agreement in the coming month. We also, with help from our friends on the council, were able to get the city ordinance changed to allow their supervisors to join the Union. While this only effects a handful of members, it was a big win for those members and was approved unanimously by the council.

Like other Districts across the state, we are in the middle of the municipal elections. By the time this hits the mailboxes Municipal elections will be over. In Marion County we have Mayor and City Council races in Indianapolis, Lawrence and Beech Grove, as well as Town Council races in Speedway. Because of his support of our firefighters and accomplishments including Full Staffing for the first time, a dedicated Training Academy for the first time in over 40 years, an increase to our pension base by 25% over the past eight years and replacing IFD's entire frontline fleet, our PAC Members in Indianapolis voted to endorse Mayor Hogsett for Mayor of Indianapolis. Because of his support for the Inter Local

Agreement between the Beech Grove Fire Dept and IFD, and his continued support for our members of Beech Grove EMS as the Clerk Treasurer, our PAC has voted to endorse Jim Coffman for Mayor of Beech Grove. Our members in Lawrence voted to endorse Dave Hoffman for Mayor of Lawrence. Dave has been part of Mayor Collier's administration who helped improve the fire department there. We have endorsed and supported both Democrats and Republicans. While we all have our personal views and opinions when it comes to politics, as a Local we keep a narrow focus to those issues and concern that effect our professions as Firefighters, EMS Providers and Dispatchers. We are loyal and support those that support us.

Several of us recently attended the IAFF Fallen Firefighters Memorial in Colorado Springs where we remembered and honored four of our fallen brothers and their families. Mark Rapp from IFD, Hank Potter from Wayne Twp, Josh Ramirez from Pike and Gerald Brooks from IFD. In all, over 500 members of the IAFF were honored and names placed on our memorial. It was an honor to attend this solemn ceremony and meet with the families while there.



**JC Mitchell**

5th District Vice-President

Brothers and Sisters,

I hope everyone enjoyed their summer! I know for me fall feels like it is flying by, and winter is not far behind! Things continue to stay active in the 5th District, with many locals continuing to

secure good benefit enhancements next year as they finalize their local budgets, and many are negotiating the details of contracts to memorialize those benefits for the future. I know I have talked to a few individuals who are negotiating their first contract. Remember, if it's your first contract you can get some of your legal fees reimbursed through the IAFF. Regardless of how many contracts your Local has had, if you need help, be sure to reach out and I'd be glad to assist.

It was great catching up with many of you at this year's merit board education seminar in September. This event was very well attended, and I believe the day was well spent with the amount of knowledge that was shared about merit boards, the merit code and what you need to know to get started in your own local and department to form your own board. The discussion and engagement that took place that day was great to see, and I believe everyone left the room that afternoon feeling more knowledgeable and prepared to talk on this topic with their local leaders. Since that day I have taken several calls about the topic and I have attended a few meetings with locals, their administrations, and their local leaders. If any of you need assistance with merit boards or have questions or concerns about what you need to do or

I want to thank all of our members who attended and were part of Local 416's honor guard delegation: Corey Arnold (IFD), Scott Williams (Wayne), Troy Wymer (Wayne), Steve Mills (Pike), Jason Allgood (Pike), and Mark and Gregg Rapp (IFD). I also want to thank the members of the Marion County Public Safety Pipe Band who attended as well.

In closing I would like to thank Mike Pinkham and Mike Whited for their years of dedicated service to the members of the PFFUI. The PFFUI would not be in the position it is as one of the most successful Labor Unions in the state of Indiana without them. From making sure our Union is financially sound to the positive legislative changes we have been able to make, we would not be where we are without these two. On behalf of all members of the 4th District, Thank You!

Please remember to take time to remember those we have lost and cherish the time you have with your family. As always be safe and take care of each other.

how to proceed be sure and reach out and we can help you through the process.

We also had the opportunity to honor twelve of our fallen at the 2023 Fallen Fire Fighters Remembrance Ceremony. This was a well-attended event and I believe all the loved ones of those we have lost felt the support of the brotherhood and sisterhood that day. For those who did not have the opportunity to attend this year I encourage you to attend if you have the opportunity in the future.

I hosted our 5th District meeting on October 19th in Greenwood at White River Township Fire Departments station 53. I want to thank President Poff and the members of Johnson County Professional Fire Fighters Local 4252 for securing the location and for helping make the day a success. The meeting was very well attended with representatives from around the district representing eight locals who got to hear a lot of information and updates from IAFF and PFFUI leadership. IAFF 8th District Vice-President Mark Sanders was in attendance and gave an update from the IAFF. DVP Sanders informed us of the 8th District conference that will take place in Indianapolis November 20th and 21st, bringing our principal officers and members of the IAFF staff in for interactive sessions and presentations to the members of the 8th District. We heard reports from Secretary-Treasurer Pinkham on the strength of our finances in the PFFUI. We also heard a legislative update from Vice-President Whited. Data Analyst Ross Sergi gave attendees some insights into the data he has been collecting and how we have been able to use that to help many locals this year with this information. Political Director Cody Leever spoke on the work he has been doing since convention to assist locals in political campaigns around the state. He also spoke on the new PAC drive for the PFFUI that is kicking off for 2024 with new levels of participation and a new rewards program. Look for more information coming your way soon. Or, simply look for the QR Code in this newsletter to donate. We heard from each of the eight locals that were in attendance with the lat-

est updates from their individual areas. Contracts seem to be a hot topic as several locals in the 5th are nearing completing the first contracts. Many locals in the 5th are making great strides in compensation increases for 2024 as well. Several locals also reported that they will have a new mayor in 2024. The meeting was brought to a close by President Murray who spoke on the many successes we have seen in the PFFUI this year and spoke of the vision for new education and programming in 2024 from the PFFUI. Be on

the lookout for information regarding the Political Training Academy and Communications Training Academy the PFFU will host in the spring.

As always, it is an honor and privilege to serve the 5th District. Do not hesitate to reach out if I can be of assistance to you or your local. I enjoy getting around to your local meetings and events so please be sure to let me know when those opportunities come up.



**Joe Hurt**

6th District Vice-President

Greetings from the Strong 6th District!

I hope all the sisters and brothers of the PFFUI are doing well and are gearing up for a great Holiday season.

Columbus Firefighters have been working hard and staying busy with community involvement. It is wonderful for us to remind the public we are here to help and always here to make bad situations at least a little better. Good work to the Local for always being out front and making Professional Firefighters look good.

Columbus Township continues to prioritize getting into the 1977 Fund. They have worked with their governing powers that be to implement a plan to start getting their members into the pension system and I know that this is a huge win for the members of Columbus Township. Columbus Township Local leaders also have their eye on hopefully working on a contract down the road. Great work by this Local to better the retirement and benefits of our members.

Seymour Firefighters are reporting upgrades to firehouses that will greatly improve the living conditions to our Seymour Firefighters. They are also looking forward to a new incoming Chief. The incoming Chief is their interim Chief now and they have a good relationship. Seymour leadership is working well with the mayor and have gotten commitment from the City for a 4% raise next year. Keep up the good work Seymour!

New Albany Firefighters report all is mostly well on the home front. New Albany does plan an upcoming Peer Support training and plans to include several surrounding Locals. Good job to New Albany for prioritizing mental health. New Albany leadership is working hard to always keep improving their working conditions and keep our brothers and sisters healthy.

Clarksville Firefighters have been working in good faith with their Administration to address internal issues. Trustee Fee, President Murray and I had an opportunity to sit down with the Clarksville

E-Board and their Admin to have fruitful discussions. We are all looking forward to continuing the good Labor Management relationship they have built with Chief Skaggs and his team. Clarksville Firefighters would like to thank everyone who supported their very successful recent golf scramble.

Floyds Knobs Professional Fire Fighters are really hitting the ground running. As one of our newer Locals, I am proud of the accomplishments they have made so quickly. These brothers and sisters have worked hard since their charter and report that they anticipate a new and first CBA to be ratified in November. The leadership also reports their intention to utilize IAFF resources for a GIS request soon.

Georgetown Professional Firefighters, like their Floyds Knobs counterparts in Floyd County are a relatively young Local that have achieved great things quickly. Georgetown leadership reports that they have a CBA that is ratified and goes into effect in 2024. This is their first CBA and I know their membership are rightly very proud of this accomplishment. These are both testaments to good labor management relationships.

Jeffersonville Firefighters have been keeping an eye on local politics and are excited to start negotiating within the coming months. Jeffersonville Union elections are coming up in December and several races are contested so it will be a healthy democratic process and it is nice for so many to express interest in leadership positions. Jeffersonville is under CBA until the end of 2024 with 3% raises next year. Jeffersonville Local leadership hopes the Local can keep the momentum going to match the growth of the city. Jeffersonville continues to grow and the Local is looking forward to implementing at least one new apparatus sooner than later by working with the administration and the council.

I appreciate all of the sisters and brothers of the PFFUI and I appreciate having the privilege to represent you all on the Executive Board. Special thanks to Trustee Ben Fee for always being there when needed and helping advance our mission across southern Indiana.

Reach out if I can ever be of any assistance to any of you, god bless!

## Political Action Committee

It is an honor to serve as the political director for the PFFUI. I look forward to working to broaden our state political program and providing a resource to locals to help meet their political action goals. As we look forward to 2024, we will be busy with statehouse, congressional, and gubernatorial elections while helping with political education programs and focusing on enhancing voluntary member contributions to local, state, and IAFF PAC funds.

I want to highlight some of the work Brothers and Sisters have put in on the very recent municipal elections where mayors and councils were at stake. Coming into election night, we were tracking forty mayoral races across the state and several council and clerk races where we had Local involvement. Of the forty Mayoral races, our Locals were engaged in twenty of them through either endorsements or grassroots political action. Sixteen endorsed candidates appear to have been successful. Many of our affiliates involved in down-ballot races share the same high percentage of success in endorsed candidates winning elections. These numbers clearly state that Professional Fire Fighters across Indiana are politically involved and make a difference.

While I can't go into detail on every race and the local's involvement, I wanted to highlight a few races where our locals were in-

volved. Indianapolis Local 416 endorsed Mayor Hogsett who was elected for a third term, capturing just less than 60% of the vote. Portage Local 3151 endorsed candidate Austin Bonta, capturing 58% of the vote to unseat the incumbent. Marion Local 676 PAC endorsed a full slate of candidates, for the first time, including support for mayoral candidate Ronald Morrell Jr., unseating an incumbent mayor. Speaking from experience, unseating an incumbent mayor is no small task and I'm sure the work each of you did will not go unnoticed by the new administrations.

For our Locals and members who got out and worked to elect candidates who support fire fighters, EMTs and paramedics, you all should be proud of the work you did, regardless of the outcome for your candidate. You got into the arena and supported those who support our members to have a seat at the table. Keep up the incredible work, support your Local PACs, and remember that there's never an off year in politics! The PFFUI will be at the ready to assist our locals as they prepare to work with elected local government decision makers the next four years.

**Cody Leever**  
Political Director



President Tony Murray,  
VP Mike Whited met with  
Rep. Kyle Miller  
this summer in Fort Wayne.



PFFUI and FOP leaders  
meeting this summer  
with Rep. Hostettler  
in Fort Branch, IN.



U.S. Senator Todd Young  
and President Tony Murray  
in Evansville.



President Tony Murray  
with members of  
Linton Local 3087



Local 4416 attending IAFF  
Redmond Symposium and  
Barbara EMS Conference in  
New York, NY.



President Tony Murray  
with Gary Local 359  
members at their Gala.

## Save the Dates

December 11, 2023	PFFUI 1st District Mtg	South Bend, IN (Four Winds)
Jan 25-28, 2024	IAFF ALTS-HRC	Lake Buena Vista, FL
Feb 26-27, 2024	PEP-LegCON	Indianapolis, IN (Hilton)
Mar 3-6, 2024	IAFF Legislative Conference	Washington, DC
Mar 19-20, 2024	PFFUI PTA / CTA	Noblesville, IN (Embassy Suites)
April 29-30, 2024	New Officers Conference	Indianapolis Local 416
May 22-24, 2024	PFFUI Convention	Fishers, IN (Forum Conference Center)
Aug 25-30, 2024	IAFF Convention	Boston, MA
TBD Spring 2024	PFFUI Seminar / Memorial	Indianapolis, IN
September 21, 2024	IAFF Memorial	Colorado Springs, CO
TBD September 2024	PFFUI Seminar/Memorial	TBD



Clarksville Local 2594 members with President Tony Murray, 6th DVP Joe Hurt and 3rd Region Trustee Ben Fee



Plymouth Professional Fire Fighters Local 5443 new IAFF charter.



President Tony Murray, Communications Director Erik Scheub, Political Director Cody Leever and Local 357 Secretary meeting with Evansville members at Quint 8



Michigan City Local 475 Promotion and Recognition dinner. Local 475 EBoard members with Sen. Pol and President Murray.

PFFUI and FOP leaders meet with Rep. Kyle Pierce and Rep. Criswell in Muncie.



Fire Ops 101  
Hamilton County Local 4416  
Carmel Local 4444



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The successes we achieve in the Indiana General Assembly to protect and enhance our pensions and other priorities for our members can only be realized with a strong strong PAC fund. Thank you for your investment in PAC to help us support those who support us.

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Tyler Warman - Director of  
Intergovernmental Affairs Office of  
Gov. Holcomb in Anderson.



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Anderson Local 1262  
Alexandria Local 1649  
Muncie Local 1348



Fire Ops 101  
Rep. Criswell  
at Anderson Local 1262



Fire Ops 101:  
Lafayette Local 472 and Wabash Twp. Local 5383



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