

INDIANA FIRE FIGHTER

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

Professional
Fire Fighters



Union of
Indiana



Officers

Professional Firefighters Union of Indiana

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Vice-President Emeritus: Chuck Sosbe

Secretary-Treasurer Emeritus:

Richard O. Kissel

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IAFF DVP Mark Sanders with Ellettsville members at their New Charter Presentation



Hamilton County Memorial Dedication State Representative Victoria Garcia Wilburn presents a proclamation from the Indiana General Assembly to Local 4416



President Anthony Murray

As you will see in this newsletter, it has been a busy and productive summer and fall around the PFFUI.

The 48th Convention was hosted in May by Locals 4416 and 4444 in the City of Fishers. The Brothers and Sisters of Hamilton County and Carmel welcomed the largest number of delegates, alternates, and guests of any convention thus far while hosting great social events and the golf scramble. Thank you to everyone involved in making sure all enjoyed their time. We efficiently conducted our business and heard from many guests who provided a warm welcome and informative remarks for our delegates. Congratulations to our newly elected and re-elected Executive Board members and Trustees. Everyone extended their appreciation for our two great principal officers, Secretary-Treasurer Mike Pinkham and Vice President Mike Whited, who did not seek re-election after decades of service to the members of the PFFUI. I sincerely appreciate both Mikes as dedicated trade unionists for their work on behalf of our members. I value their guidance and friendship over the years.

After the convention's conclusion, our new principal officers, Secretary-Treasurer JC Mitchell and Vice President Hank Harris, hit the ground with both feet and have worked with their predecessors during the transition of officers. Delegates approved two new directors' job descriptions for Communications Director Erik Scheub and Political Director Cody Leever, who will enhance our team by continuing their important work for our union. Delegates elected three new DVPs to the Executive Board: 2nd DVP Jeremy Bush, 4th DVP Pauly Cloyd, and 5th DVP Steve Hayes. We also welcome two new trustees, 2nd Region Trent Richter and 4th Region Tom Hanify. Mike Whited has agreed to work on our legislative efforts at the capitol through the 2025 session of the General Assembly. Mike's knowledge of the process, relationships with legislators and trust in the halls will assist our legislative team in advancing the PFFUI priorities through the end of May. Please review VP Harris' article to learn more about our summer efforts in preparing for the long budget session, which commences on January 8.

Our political action team worked through the summer to interview candidates seeking election to the General Assembly and evaluate incumbent lawmakers' records on our key legislative initiatives. These conversations leading up to election season help to create relationships and communicate the needs of our members, as well as allow for vetting as

we consider candidates who will earn an endorsement from our PAC. Recently, members in House and Senate districts received communication from Hank and I, providing information on our PAC's endorsements leading up to the November 5th General Election. Don't miss Political Director Cody Leever's article in this issue to learn more.

Two years ago, PFFUI launched our custom data program to assist locals in effectively using data to compare and contrast wages, pension base, and benefits to support proposals in the budget room and at the bargaining table. PFFUI Data Analyst Ross Sergi has worked diligently gathering data points and assembling a matrix for analysis that allows him to prepare department-specific comparisons and presentations. Ross has completed dozens of custom reports that have resulted in successful gains in wages, benefits and working conditions for our members. We are also working on completing a larger-scale data project involving the cost and coverage of health insurance plans and finishing a project that will help better understand our recruitment and retention challenges in Indiana. I appreciate the work Ross is doing in this space and thank local affiliate officers for submitting information to help build this data.

A refresh of the PFFUI website is underway, which will provide a cleaner look and better navigation for members seeking information. We continue to seek ways to better communicate with members directly from our office when important information needs to be shared. We continue using several social media platforms, limited email, this newsletter and a podcast to help keep our members informed on what is happening in their state union. During the last week of October, the principal officers will join District Meetings around the state, where we brief Local officers on PFFUI matters and receive updates on issues in Locals. As we prepare for more merit systems to be implemented in departments due to the passage of HEA 1016 in the 2023 legislative session, we have presented information sessions to locals who have requested them.

For the first time this summer, we used an e-tool provided by the IAFF to assist our members in contacting their members of Congress directly and we hope to use this more in the future. The PFFUI asked our members to communicate with their members of Congress to ask for support of the Social Security Fairness Act that, if passed, will eliminate the Windfall Elimination Provision (WEP), which unfairly penalizes many of our members from receiving the full benefit they have paid into the Social Security Trust Fund. By the way, we anticipate a vote in the U.S. House of Representatives sometime after the election. We know this has been an essential issue for our retired members for more than 40 years, and we hope to finally solve this through the IAFF's

efforts at the Congressional level.

In August, the IAFF held its biennial convention in Boston. Indiana was well represented, with many Locals attending. Secretary-Treasurer JC Mitchell's article provides a summary of the convention resolutions, and more detailed information is available on the IAFF website.

As this year winds down, we look forward to spending time with family, friends and loved ones as we gather for holiday celebrations. I wish you all the best this holiday season as you do your work responding to emergencies.

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



PFFUI & FOP Legislator Tour
State Representative Elizabeth Rowray
and Senator Scott Alexander



PFFUI & FOP Legislator Tour
State Representative Lori Goss Reaves
with
Marion Fire Fighters Local 676
President Steven Johnson



State Representative
Maureen Bauer
with
South Bend Fire Fighters
Local 362 members,
Political Director
Cody Leever,
President Tony Murray
and
VP Hank Harris

Vice-President Hank Harris



Brothers and Sisters,

Before anything else, I would like to thank and recognize Mike Whited for his years of dedication and service to all of us. His

dedication and hard work on our behalf as Vice President of the PFFUI has been tremendously beneficial to all of us.

Thank you to the delegates at convention for electing me as Vice President of the PFFUI. For those that don't know me, I have nineteen years with the Indianapolis Fire Department and have been the President of the Indianapolis Professional Firefighters Local 416 for the past eight years. In this role I have represented nine different departments with as little as 6 members to as many as 1,200 members. I have negotiated multiple contracts with multiple employers and have organized our airport firefighters as well as our emergency dispatchers. I have also served as a member of the IAFF Constitution and Bylaws Committee and a member of the WFI Task Force with the IAFF. I look forward to using my experiences to serve you and got started immediately.

Since the convention we have been busy both politically and legislatively. We recently finished our Summer Pension Tour. We travelled around the state with the FOP educating legislators on our pension in their own district. We show them how our pension is so much more than just our

pension; it's our disability benefit as well as a death benefit for our families. We also give them real life examples of how our pension has helped families of both a Line of Duty Death and a catastrophic disability and compare those benefits to a Defined Contribution Plan. This education is a big part in protecting our pension.

We also recently attended the Pension Management Oversight Committee (PMOC) hearing. Our fund is doing well and is currently 89% funded which is still above what actuaries consider fully funded. It was also reported at that meeting that employer contribution is increasing to 20.1%. For those that don't know, our contribution of 6% is in state law, whereas the employer contribution is determined by the board of trustees.

We have attended over ninety fundraising events for legislators, including House and Senate Republicans and House and Senate Democrats. At these events we get a chance to discuss our issues with the legislators and build relationships with them. We have also begun meeting with leadership in both chambers as we prepare for the next session.

Our legislative priorities and agenda for the upcoming 2025 session include: Pension Enhancement; Continuation of PFAS testing; INTF-1 funding; MIHP Grant eligibility; and continuation of funding for training through IDHS. We also will be tracking several other possible bills, with the biggest being any possible changes to Property Taxes. Most municipalities rely heavily on Property Taxes to fund public safety and any change or decrease in this funding will affect all of us.

FALL EDUCATION SERIES



PFFUI
General Counsel
Keith A. Karlson

Elkhart Fire Fighters
Local 338 Executive
Board presented a
contribution to PAC





Secretary-Treasurer JC Mitchell

Brothers and Sisters,

It does not seem like it has been four months since we met in Fishers for Convention! Time has flown by in these first

few months and I have been busy getting to know my responsibilities and my duties as your secretary-treasurer. Outgoing Secretary-Treasurer Pinkham and I have been in consistent communication over the last four months and have spent many days together at the PFFUI office in Indianapolis, going through our accounts, the daily, weekly, and monthly reporting, and transitioning our accounts with vendors and banking institutions. As most of you know already, Mike Pinkham had our house in order and he made this transition very smooth and has been a great support to me in this process. I again want to thank Mike for his mentorship, for all his assistance these last few months and for his decades of leadership as the PFFUI Secretary-Treasurer. Mike Pinkham is tremendously respected not only in Indiana but around the IAFF and in the 8th, District, and I am well aware of the big shoes I am tasked to fill. It is truly an honor to be able to follow him in this position and I look forward to the next few months of working together in the transition.

I'm happy to report that in June the PFFUI Trustees gathered in Indianapolis to complete an Outgoing Secretary-Treasurers financial review. This review found the finances of the PFFUI to be in good order and the report was submitted to the IAFF GST's office.

Many of you made the trip to Indianapolis last month to attend our Educational Series and to honor our fallen at the PFFUI's annual remembrance ceremony. I believe the education on Local Government Finance and Contracts was very beneficial to those in attendance and I hope everyone got something out of the education to take back to their locals. I encourage all our affiliate leaders to keep an eye out for future educational opportunities from both the PFFUI and the IAFF.

It is with great excitement I report that our PFFUI continues to grow since we were last together in the spring. Today the PFFUI membership stands at 96 locals representing over 7,200 active members, and over 1400 retired-active members. The per capita dues are currently \$4.95 per active member per month and \$2.47 per retired-active member per month. In January the per capita will increase per our by-laws the 3% COLA that the 1977 Fund received bringing our 2025 per capita dues to \$5.10 per active member and \$2.55 per retired-active member. You will notice this new rate on your first per capita statement in 2025.

We will be heading into the heart of the Legislative season come the first of the year as well and with that comes work for President Murray, Vice President Harris, and Legislative Representative Whited at the statehouse every day. That important work requires money to support those efforts and your financial commitments to our Indiana Fire Fighters PAC are vital to assist in their success. We continue to see an increase in the support from our members, but we still have a long way to go to reach our annual goals. You can make your individual contribution online at: PayPal.Me/INFFPAC

Remember to file those 990 federal income tax returns! I know that Mike continued to remind everyone of this at most every event he spoke at and I will continue to do the same! I just recently had a call from one of our affiliates who had been out of compliance for many years and did not recognize they had lost their tax exemption until just recently. Be sure to check with your local treasurer to ensure those filings are being made each year.

It is an honor to serve you in this position, and I have really enjoyed my first few months in the office getting to work with many of you and your locals. Please reach out if I can be of any assistance to you or your local. I look forward to continuing to work hard each day for you and for all the members of our PFFUI to ensure that we are strong financially and that our fiscal house remains in order.



INDIANA PROFESSIONAL FIRE FIGHTERS PAC



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 PAC fund. Thank you for your investment in PAC to help us support those who support us.



PAC REWARDS BY MEMBERSHIP LEVEL

MEMBERSHIP LEVEL
\$52 ANNUALLY

Indiana FIREPAC T-SHIRT

LEADERSHIP LEVEL
\$104 ANNUALLY

Indiana FIREPAC GOLF SHIRT

CAPITOL CLUB
\$208 ANNUALLY

Indiana FIREPAC PULLOVER

PRESIDENT'S CLUB
\$312 ANNUALLY

Indiana FIREPAC TUMBLER
FIREPAC PIN
ONE CHOICE FROM LOWER
MEMBERSHIP LEVEL

CHAIRMAN'S CLUB
\$390 ANNUALLY

INDIANA FIREPAC FULL-ZIP JACKET
FIREPAC PIN

THESE CONTRIBUTIONS ARE NOT DEDUCTIBLE FOR INCOME TAX PURPOSES. LET US KNOW WE CAN COUNT ON YOUR SUPPORT.

Indiana
Fallen Fire Fighters
Memorial





The PFFUI Statewide Peer Support Program

The PFFUI statewide peer support program offers invaluable mental health benefits for firefighters by creating a trusted and accessible support network. As we all know, firefighters face high-stress, traumatic situations, and all the other stressors we face at home. These exposures can lead to mental health challenges such as PTSD, addictions, anxiety, and depression. Peer support programs provide a system wherein individuals can speak openly and confidentially with colleagues who have experienced similar challenges. This shared understanding helps break down the stigma surrounding mental health in the firefighting community, encouraging individuals to seek help before their issues worsen.

Moreover, the statewide structure ensures that resources are widely available, regardless of a fire department's size or location. Firefighters in smaller, rural departments, who may have fewer mental health resources, can benefit from the experiences and support of those in larger, urban departments. This interconnected network fosters camaraderie, resilience, and collective well-being. By offering preventative care and ongoing support, the program not only aids individual firefighters but also strengthens entire departments, leading to improved job performance and retention.

The strength and resources of your PFFUI are here to support you. President Murray and his Executive Board have given the Peer Support Network the mission to provide you with the information and support you and our brothers and sisters require in times of need. You are not in this alone. Contact information can be found on the PFFUI website - <https://local.iaff.org/a13>

If you have any questions, please reach out to a Peer Network Coordinator or your District Vice President.



PFFUI Committee Meetings
Resolution 6 Committee
meeting in Indianapolis

PFFUI 48th CONVENTION



Principal Officers - S-T JC Mitchell,
President Tony Murray, and VP Hank Harris



DVPs - Paul Cloyd, Steve Hayes, Mark Mastison,
Jeremy Bush, Jon Parkhouse, and Joe Hurt



The Trustees
Ben Fee, Larry Tillman, Trent Richter,
and Tom Hanify



State Representative
Jerry Torr (Carmel)



Indiana Speaker of the House
Todd Huston (Fishers)



IAFF DVP Mark Sanders, S-T Mike Pinkham,
VP Mike Whited, President Tony Murray



Local 4416 Noblesville members with
Mayor Chris Jensen, Noblesville

District News



Jon Parkhouse

1st District Vice-President

Brothers and Sisters of the First,

And just like that, summer has come and gone. It sure does seem true that time goes faster the older you get, and I am starting to understand why older people dislike the cold and favor

warmth. As the summer season winds down, so do the many outdoor fundraisers 1st District locals rely on. There were many successful golf outings, several outdoor festivals and concerts, and other “give back events” to the community. The focus now shifts to indoor functions like pancake breakfasts and fish fry dinners.

In union business, one important issue we are delaing with is the question of merit boards. The law recently changed, so we held a two-night informational meeting in Warsaw with invites sent to many locals in the first and second with an extended invite to administrations and even city administrations. Whether your Local adopts a merit system or chooses not to, we must all understand and be educated when making these decisions. Hopefully, a lot of locals will have the direction they intend to take by the time this newsletter hits your eyes but if your Local still needs information please reach out.

Below is a rundown of what some of the locals in the First have been up to.

Warsaw and Goshen continue to deliberate on the adoption/rejection of the merit system. The cities and locals have varying ideas of implementation and they continue to work to educate and find the best path forward.

Clay, Hammond, and Valparaiso are working with our PFFUI data collection to look at salaries. There have been multiple locals who have already used this as a tool for wage and benefit negotiations. If your local is being fed numbers from your city or town that may seem off, please consider a study tailored to your local. We can look at comparable wages/benefits to your surrounding and like-size departments.

There have been a lot of locals working together. With the election season upon us, Valparaiso, Portage, and Chesteron have all gotten their PACs together and made endorsements for several key county council and commissioner races. Porter County is dealing with financial troubles and the

public safety agencies are rallying together to help educate and implement a needed PSLIT.

In enjoyable news, the locals of Mishawaka, South Bend, Clay, and Elkhart have started a tailgate tradition at a home Notre Dame game during the football season. In 2019 this venture began as one local and now has four in total. I am told a good time is had by all!

Upcoming and ongoing contract negotiations are always happening here in the First: Portage is excited to work with their new city and fire administration that took office after last year’s elections. Recently finished contracts have occurred in Elkhart, Warren, and New Carlisle.

Speaking of Warren, they and SWFF in St. Joseph County have formed a new territory and have requested some name changes to their locals. SWFF would become Centre Township and Warren would now be recognized as St. Joseph County. The locals are working with the IAFF to make these changes.

We have two locals who have transferred from civilian PERF to the 77 Fund. South Haven will be joining in 2025, and New Carlisle is set to be a part of it starting in 2026. The 77 Fund is tailored to our line of work and it’s great to see these departments and their elected officials work to assure our members have a good retirement benefit and protection for their families.

Merrillville is off and running, with a recent charter presented at a town council meeting. Brothers and sisters from Gary and Schererville were in attendance to support them.

Cleveland Township is off and running and working with the IAFF to help design a logo. This is a free service provided to locals. Locals can talk with their creative team and give some background on what they are looking for and anything else relevant to their coverage area.

And of course, no report would be complete without some bad news. Unfortunately, East Chicago continues its ongoing battle with two lawsuits against the city administration. They are also running 20+ people short on their daily staffing. We can only continue to support them and hope that this will soon conclude in the Local’s favor.

In closing, I’d like to thank First Region Trustee Larry Tillman. He has been able to adapt to his role as fire chief and continue to work on behalf of the PFFUI. I’d also like to recognize President Hull from Hammond, who received the IAFF Leadership award for the 8th District at the IAFF convention in Boston. He was one of a sixteen selected every two years for their commitment to this IAFF. Congrats and well-deserved brother.

I hope you all have a good transition to fall and winter and please reach out if you need anything.



Jeremy Bush

2nd District Vice-President

Brothers & Sisters,

I hope this letter finds you well. As we approach the final quarter of the year, I hope you take a moment to review the current progress

and issues facing our 2nd District local affiliates. From contract negotiations to staffing challenges, there is much happening in our district and I know each of you is working hard to keep your members and communities safe despite your unique challenges.

Anderson Local 1262

Anderson is steadily working with their Fire Chief on developing a merit system that will best benefit their community. They've held multiple informational meetings with their membership and continue to meet regularly with the Chief, taking a united approach to the transition. They are also busy on the fundraising front, holding their annual Local 1262 Charity Fund Golf Outing and releasing their second bottle of Ole Babe Bourbon by our local distiller, Oakley Brothers. All proceeds from these sales will benefit their Local 1262 Scholarship Fund. Contact Cody Leever if you'd like to purchase a bottle! Anderson Fire is gearing up to add six additional firefighters to their ranks and a fourth ALS ambulance to their fleet in the coming months, thanks to the hard work of the Local 1262 Executive Board and the support of the Mayor and City Council. They are also preparing for negotiations in 2025 as they near the end of their CBA. They look forward to utilizing PFFUI and Data Specialist Ross Sergi's outstanding services as they prepare for contract discussions. They expressed appreciation to DVP Bush and Trustee Richter for the seamless transitions and all the work they have done so far. Local 1262 and beyond greatly appreciate it.

Lafayette Local 472

Negotiations are almost complete in Lafayette, with a few language changes. A significant update is that the city will purchase and maintain two sets of gear. They will retain most, if not all, of their current clothing allowance and they will receive a 6.5% raise next year. Last week, the city met with them to resolve issues with the FLSA OT rules, which had been miscalculated, and will be issuing three years of back pay (including to their recently retired members). This weekend, they held their fourth annual reverse raffle to fund their medical relief fund. While the final numbers aren't in yet, they hope for a successful night of returns. Between their bourbon fundraiser, raffle, and a solid MDA collection, they have raised over \$50,000 for their foundation. Lastly, they will be welcoming their newest engine at Station 6 next week. A recent independent department study, initiated by

the new administration, has just been completed, and they are reviewing the data. They may see changes in the future, though those changes will depend on how much money the city is willing to spend to implement them.

Monticello Local 2278

Pending a second vote by their council, Monticello will be increasing their pension base from \$58k to \$72k for firefighters. They will also be adding full-time EMTs for the first time since going ALS in 1978, as well as three pension-eligible firefighter paramedics and six pension-eligible firefighter EMTs after January 1st, bringing their daily staffing to 13 on duty across three stations.

Elwood Local 1671

Elwood has several updates for the fall newsletter: FF/AEMTs Codey Harrison, Ethan Morris, and Hunter Scholl were awarded the Stork Award from Gov. Holcomb for successfully delivering a healthy baby girl on the scene in late August of this year. Local 1671 also had a very successful contract negotiation with the City of Elwood, which will take effect on January 1st, 2025. Elwood's 10th Annual Golf Outing was a huge success, and they thank everyone who participated for making it so memorable. Local 1671 has collaborated with West Fork Whiskey Company and will have bottles of their selected whiskey available for sale soon.

New Castle Local 1722

New Castle is in discussions regarding a potential 36% pay raise over the next three years. They are also navigating changes in active and retiree insurance. They are excited to host the 2nd District meeting in October. Additionally, a few members have retired this year, and they recently completed a process to establish a new hiring list.

Wabash Township Fire Department Local 5383

Wabash is collaborating with the IAFF on a feasibility study for potential growth and a future plan to build a second fire station. President Hampton represented their local at the national conference on a scholarship from the PFFUI. He returned from the conference with important information and networking resources. They express their gratitude to the PFFUI for the opportunity.

Marion Local 676

Marion has finished contract negotiations. Highlights include raises between 5.5% and 8%, increasing longevity pay to \$4,000, adding three positions to minimum staffing, implementing a quartermaster system that provides uniforms and PPE without reducing their clothing allowance, and adding paid parental leave. They also have a new engine being built and are currently accepting bids for a new Station 1.

Fort Wayne Local 124

Members continue to demonstrate resilience despite numerous challenges. We have experienced growing concern regarding inadequate manpower, leading to the unfortunate and dangerous decision to shut down rigs. Additionally, we have filed a lawsuit against Fire Chief Eric Lahey for

failure to properly pay firefighters in accordance with the Fair Labor Standards Act (FLSA). While the fire chief's management style has fostered an environment dominated by fear and discipline, our Merit Commission has ensured that discipline remains fair and reasonable. Their oversight has been instrumental in maintaining balance and protecting our members from overreaching actions. We are currently in negotiations and optimistic that the incoming mayor will positively influence the outcome. Additionally, we are focusing on the annexation of certain districts into Local 124. To date, we have added 67 new firefighters to our local, with three of five districts remaining to join.

Muncie Local 1348

In Muncie, they are experiencing growth that will provide relief to current staffing levels. The largest recruit class in the department's history – 22 new firefighters – will be hitting the floor at the end of September. This is much-needed relief for members who have been working excessive overtime due to staffing shortages. Despite the influx of new talent, the department remains young, with an average of just over six years of experience. As they continue negotiations for the 2025 contract, the City's struggle to finalize a 2024 agreement with the AFSCME union has bogged down discussions. However, they remain committed to securing a fair deal for their members. With 13,500 emergency calls projected by the end of September and nearly 18,000 calls expected in 2024, Muncie is one of the busiest departments in the state, with only 123 firefighters and paramedics. Improving daily and overall staffing levels remains a critical fo-

cus. The City's proposed annexations may provide potential benefits, though details still need to be worked out.

Kokomo Local 396

Kokomo has seen positive developments with increased funding and infrastructure improvements. The City's 2025 budget allocates over \$2 million more to the Fire Department than last year, demonstrating a commitment to prioritizing fire services. The City has also begun replacing a station built in 1963 and has purchased two new fire trucks. These improvements are essential for keeping pace with the demands on their members, and they are optimistic about the positive impact on overall operations.

As you can see, there are many moving parts in each of our locals. While the issues may differ slightly, our core focus remains the same – fighting for the rights, safety, and well-being of our members. I am confident we will all continue to push for fair contracts, proper staffing levels, and the resources needed to serve our members and communities to the best of our ability.

Please don't hesitate to reach out if you have any questions or need further information on any of the issues mentioned above.



Mark Mastison

3rd District Vice-President

Brothers and Sisters of the PFFUI,

Welcome once again from the 3rd district. As the weather changes to fall, the

PFFUI gears up for the upcoming legislative session. This is a budget year, and if indications are accurate, this will be a very tight fiscal year. That could make things interesting as the PFFUI works to make things better for our members.

Locals are busy across the 3rd District with events and fundraisers. Bloomington Local 586 and the city of Bloomington host a 9/11 Memorial event on the campus of Ivy Tech University. One of the many things that make this event so special is that the Memorial itself is built with a beam brought back from the towers by late legendary labor leader Bob Loviscek. When Brother Loviscek was President of Local 586, he made arrangements bring a beam back from New York and worked tirelessly to see the design and pro-

duction of the memorial. Every time I see this memorial I think about the heart and soul put into this artwork by a man that always had the labor movement close to his heart. If you ever get the chance to attend this 9/11 Memorial service, I hope you also remember the man who wanted to make sure that we would never forget. Semper Fi, Brother.

Terre Haute Local 758 hosts a chili cook-off every year to raise money to help buy Christmas presents for those in the Vigo county who are in need. This event, started by brothers and sisters seeing a need and wanting to help, has continued to grow, with other locals now sending teams to compete and help raise funds for those in need. President Doan and his board continue to work hard to make things better for members of their local. They have stepped up many times to host events for the 3rd District and are always ready to help when needed.

Evansville Local 357 has continued to stay busy as the year rolls on. Many events have been hosted to help benefit the Evansville Firefighters foundation. Chief Tony Knight of the Evansville fire department and Foundation President Mastison have brought in speakers to help educate members on mental health issues and leadership. They also hosted a golf scramble to raise funds to bring more training and equipment to the brothers and sisters

of the EFD. On Sept 14th, they hosted a Fire-ops event for local politicians and decision makers to help them understand the challenges that firefighters and EMS personal face on a daily basis. This well attended event let them spend time inside a burn chamber, put out a car fire, assist with an extrication and forcible entry, do an aerial climb and go thru a confidence maze. Thanks go out to the members of Local 357 who took the time to assist and then later in the day fight a 2nd alarm fire. Great job, brothers and sisters.

President Canada of Local 586 has been busy with several issues and events this year. Monroe County has separated from Local 586 and became Local 5343 and Ellettsville has become Local 5388. These two new locals will give the new members local representation while still having the support of their nearby Locals as they develop. Congrats to them, we all look forward to working with them. President Canada has been busy building relationships with elected officials and the Mayor in Bloomington. He used these relationships to sign one of the largest contracts in local history. Hard work to build trust with local leaders gave them the opportunity to present their case for salary and benefit increases. Thanks go out to both sides for working through the process and doing what is best for Local 586 members and the citizens of Bloomington. Well done to all. Other locals across the district are working on a variety of issues to make things better for their members. President Phillips out of Linton Local 3087 is working to bring a merit system to his members. Others are working on contract

issues and working conditions. It always impresses me how hard the brothers and sisters will work to make things better for others, taking time away from their families.

I was fortunate to be able to attend the 57th convention of the IAFF in Boston at the end of August. Delegates, Alternates and guests from across the PFFUI gathered to debate and to set the course of the IAFF for the next 2 years, until we meet again in Texas in 2026. Congratulations go out to 8th DVP Mark Sanders on his re-election. Brother Sanders has done a tremendous job as our board representative, always making sure our voices are heard and we are kept in the loop of things happening at the federal level. Per capita increases were debated and discussed, keeping increases to what is necessary. Now the budgets are set, and the IAFF will increase services as needed.

It is an honor to serve as the DVP of the 3rd District of the PFFUI, one of the most diverse in terms of numbers in the state. The leaders across the district do a great job of using the services of the PFFUI and the IAFF to do what needs to be done. The PFFUI is continually expanding to help our members. Curently we are helping set up a statewide Peer Support network. We are blessed in the 3rd District to have Brother Daryl Adler of Local 357. Brother Adler has always been there as a member of the local Peer support team and has now offered up his services to the rest of the state. He will tell you he is just a phone call, text or email away. If you or your department need help, please do not hesitate to reach out to the PFFUI. Thank you, Brother Adler. To the brothers and sisters of the 3rd District, thank you for allowing me to serve as your 3rd District Vice-President and I look forward to seeing you at future events.



IAFF Convention - Some of Indiana's delegation at the welcome reception in Boston with GST Frank Lima



IAFF Convention - PFFUI Scholarship recipients Wabash Twp. Fire Fighters Local 5383 President Drew Hampton and Michigan City Fire Fighters Local 475 Treasurer Chris Zibutis



IAFF Convention - Hammond Fire Fighters Local 556 President Mike Hull awarded the IAFF Leadership Award for the 8th District - GP Ed Kelly, IAFF DVP Mark Sanders, President Hull, and GST Frank Lima

NEW CHARTER PRESENTATIONS



Ellettsville Professional Fire Fighters Local 5488



Cleveland Twp. Local 5490



Patoka Township Local 5487



Merrillville L5489



Greensburg Local 5510



Paul Cloyd

4th District Vice-President

Greetings from the 4th District,

I hope this message finds you all well. The 4th District has been bustling with activity. For the entire year I have felt like there was a new project to focus my ever-thinning attention span

on around every corner. As the summer draws to its end through a flurry of falling leaves and ever earlier sunsets I am invigorated by the change of season and hope you've all been affected similarly. I hope your summer has been warm and happy and you have used that time to stay close to family and friends.

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Local 416 has been busy with multiple events lately. We hosted a Fire Ops 101 event for our political leaders at IFD's new training academy. This was well attended by all departments in our district and made for a great way to build connections with our local legislators and show off our skills and some new equipment. We also built and bolstered our working political relationships by showing the elected few what our membership does on a day-to-day basis. We have also been working hard on educational initiatives for our membership with multiple classes hosted here at the union hall through the past year. These classes have been a great way to connect across departments and get some valuable facetime with the membership, not to mention some continuing education hours (I'm in a recert year and feeling very grateful for the time). Our retiree's baseball game and Local 416 golf outing were both well attended and provided some much need excuses for a little fun recently as well. Thank you to all the Union leaders across the 4th District for making these events so successful.

I have some updates for each district within Local 416. Merger talks with Wayne Township F.D. have paused for

the time being, so any notion of a merger by January 1st is officially done. Despite great investitures of time by the City of Indianapolis, Wayne Township, WTFD, IFD, and Local 416, an effective agreement that served all parties involved dutifully could not be reached. We remain optimistic on moving forward though there is still more work to be done. IFD is also in the final stages of negotiating a new four-year contract with the city of Indianapolis and hopefully by the time of this reading it will be voted on and tied up nicely with a bow. This was a pivotal agreement for the firefighters on IFD as it is the first agreement to be negotiated since the beginning of the Covid crisis. I was fortunate to be a part of this negotiating team and am exceedingly proud of the ingenuity and diligent effort displayed by my fellow negotiators. To further complicate a busy transition into the final quarter of the year, IFD's district in the Local is also breaking out their insurance from the city of Indianapolis. This effort stems back from well before I was an elected leader here in the 4th district and it's an interesting feeling to see it finally come to fruition. On one hand it is a relief to be in the final stretch of such a momentous effort, but that relief is short lived with the newest challenge looming on the horizon, implementing it. Congratulations to the members of IFD for such an accomplishment, now the real work begins.

We remain dedicated to the members of Wayne Township Fire department and continue to support that district as they weather some challenging times. They have merged their EMS service with Indianapolis EMS and created some welcome breathing room in a tight budget that has cause stress and strife across our entire 4th District. W.T.F.D. has been in evergreen for their contract for the past year and are working to come up with a new labor agreement before the current coverage ends. Please keep the Brothers and Sisters from Wayne in your heart as they have been put through challenges that would rattle any department to its foundations, and still remain dedicated to providing the best possible emergency service to their citizens.

You will see a common thread from the departments in the 4th district through this reading. The City of Lawrence is also putting the final coat of paint on their newest labor agreement. They have been working on this contract in concert with their local FOP and I am told this method was a resounding success. I commend the district leaders in Lawrence for taking this approach and unifying to achieve a common goal. I believe there is power in working together in this way and while we don't always get along with our brothers in blue, we do all share many common interests. This contract is good evidence that we are stronger together than in competition, well done.

Yet another contract is up for the members at the Airport. This contract, like all of them really, was highly anticipated by their members as our focus was drafting language to get them into the state pension system. Through the course of the negotiations we determined the best course of action was to pursue the pension fund through the airport board, and while the IIA corporation is amenable to such a change, found it was inappropriate to work it through the contract.

This news was disappointing but simply focuses our efforts to an arena where they will be more effective. In other news the Airport recently obtained a beautiful new crash truck which I have recently had to pleasure of seeing work first-hand in a demonstration at our Fire Ops 101 event, more on that later.

Decatur Township is finishing a new hiring class in conjunction with Speedway Fire Department. I congratulate those new members, welcome them to our ranks and wish them a long and fruitful career of selfless service. Ensuring proper staffing levels in the name of safety has always been high priority for us and it is a major victory any time a department in our district is able to increase their staffing levels. The same goes for our district in Speedway. They have added two new members and at the time of this reading should be finishing a joint academy with Decatur. I look forward to meeting these members at our recruit presentation and highly anticipate the opportunity to speak to them on the benefits of being a member of our union and the work all the past leaders have accomplished to get us where we are today.

Pike Township has also seen multiple members retire and but has been able to replace them with hungry new recruits looking for an opportunity to prove themselves to a veteran department. They recently participated in family day at Hoosier Burn Camp and remain strong supporters of that venerable program.

IEMS continues to work through a national paramedic shortage. I applaud the efforts of the local leadership and their administration for striving to maintain a positive working relationship. While we don't always see eye to eye on every decision made by the leadership at IEMS, the Union remains strong there and having a seat at the table has been beneficial to both organizations. We have seen their staffing of ALS providers on a steady increase as of late and while this problem is far from solved, we are heading in the right direction. We have seen great success in their paramedic program lately and they continue to bolster their ranks with skilled providers through their robust education department. The next class to graduate will bring 19 new paramedics to the street, a sorely needed addition to reduce the run volume on our EMS transport providers across the 4th district.

We continue to fight for our members in emergency dispatch. Morale is low as mandatory OT and holdover policies due to all time low staffing has made an already difficult job even harder for our members there. Staffing challenges at MESA are many and we have yet been unable to find a quick solution. The training requirements create a slow turn around for new hires. We will continue to look for ways to incentivize applicants and take the pressure off the already overworked staff. I encourage our membership to keep this in mind while on the street taking calls. Our emergency telecommunicators are an equally essential piece of the great machine that is emergency services here in the 4th District.

I must take a moment to address a major loss for us here in the 4th district, though a gain for the PFFUI as a whole. Local 416 President Hank Harris has served as President for the past eight years as well as 4th District Vice President for the PFFUI. In that time, Hank has worked tirelessly to protect and extend the rights of our members across the 4th District and now he will continue that work as PFFUI Vice President. Congratulations Hank on your new position. I can't thank you enough for your service to the 4th District, your guidance as a union leader, and your friendship. I wish you well moving forward to new challenges and I know your unmatched work ethic will be sorely missed here. Even though you're just across the parking lot, your experience and tenacity as a labor organizer will be remembered as the example of leadership here at the Union Hall.

*PFFUI Committee Meetings - PFFUI EMS
Committee Chairman Patrick Hutchison*



Steve Hayes

5th District Vice-President

Sisters and brothers of the PFFUI,

I hope you are well and enjoying all that the fall season brings to us here in Indiana. It has been a busy four months since we adjourned the 48th Convention of the

PFFUI in Fishers. The 5th District has grown by two locals to a total of 17. Former 5th District VP JC Mitchell, along with President Murray, had been working with members of Greensburg for some time prior to me being elected to DVP. Recently it became official as Greensburg Local 5510 was organized and since this newsletter entry was penned, has received their IAFF Charter. We welcome the brother and sister firefighters of Greensburg Fire. The second local brings the return of Plainfield Professional Firefighters Local 2564. The sisters and brothers of Plainfield Fire Territory recently split from Hendricks County Local 4406 and was assigned their original local number. This formation of Local 2564 became official in September and we look forward to working with President Tyler Peterson and his leadership team.

HEA 1016 became law in July of 2023. There are many locals in the 5th that are impacted by this new law. Our PFFUI leadership has been sharing a presentation regarding HEA 1016 to assist municipal leadership, fire department administration, as well as our members as they consider forming a merit commission. There are multiple municipalities moving forward with forming merit commissions, bringing to fruition the vision of our state legislative agenda.

One priority that we need to keep high on our list is the work of our peer support teams. Boone County recently hosted a two-day class for new peer support specialists. This class was presented by Dr. Robert Smith and added twenty new members to the Boone County Team, four members in Hancock County, where they are beginning their peer support program, and two providers in East Madison. The PFFUI Peer Support Network has a vision to help provide peer support efforts to cover every district of Indiana. Your PFFUI leadership is committed to support this effort.

Several locals across the 5th District have conducted Fire Ops 101 events this summer and fall. We continue to see huge success with this program. For our newer, or smaller locals, it all begins with starting a political program. We all know that politics is driven by the dollar. If your local needs direction on becoming politically active in your community, your PFFUI leadership will help you. We say it all the time: Every decision made that affects you, as members, and affects your family is made by someone elected or someone appointed by someone elected. Starting a political action program is the first step. PFFUI Political Director Cody Leever makes himself available to share exactly how to accomplish this. Feel free to contact me if you need assistance.

Finally, I want to once again thank the local executive boards and membership of the 5th District for allowing me the opportunity to represent you on the PFFUI executive board. As I continue to get out in the district to meet your local leaders and get to know more about your locals, departments and municipalities, I look forward to developing new relationships. I look forward to meeting with 5th District local executive board leaders at our annual fall meeting November 1st.

God bless and stay safe!



Joe Hurt

6th District Vice-President

Hello from the 6th District,

I hope everyone is well, healthy and staying safe.

Columbus Township is currently undergoing some leadership changes but I believe

the firefighters there are keeping their eye on the ball to hopefully get their membership in the 1977 Fund. PFFUI leadership is ready and willing to discuss the benefits of the Fund to their decision makers hopefully sooner than later. I look forward to getting to know the new leadership team there.

Columbus Firefighters have worked for several years with their administration to implement a WPE within their department. This year it has finally come to fruition and they are in the process of their first run of evaluations now. Columbus City has approved a 4% raise for the members, and they are in the working on new benefits through meet and confer now. Also, Columbus recently hired 16 new hires, and all are in the local.

Seymour Firefighters are always working well with their administration and their community. The firefighters raised \$12,000 at their golf scramble for their charitable fund. Local 577 is currently wrapping up negotiations and is hoping to roll incentive pay toward base as well as a 4% raise. Keep up the good work!

Georgetown Firefighters are preparing for some leadership changes in their Local this fall. Georgetown firefighters have been working diligently to provide first class service to the community all while having a southern Indiana EMS crisis that you may have read about. The members of Georgetown have also reported a tragic accident involving one of their members being struck by a vehicle while in Ohio. The member is in serious condition at the time of this article so please keep this member in your prayers. I will inform the PFFUI membership of any needs that I hear about to help support this member.

Floyds Knobs Firefighters, one of our newer locals, have gotten right into the swing of things. They have been doing an excellent job with Labor/Management relationships and dialog. President Brandon Alexander reports an 11% raise starting in January. Also, with the EMS crisis, the local has worked with their admin to now have a fully staffed ALS ambulance and are planning to hire for a second bus. Brandon reports that the admin is working well with them

and spearheading an attempt to staff their engines with a minimum four personnel. Their Fire Board is in the process of establishing a merit system. Also, Brandon was recently appointed to the PFFUI Committee for fire-based EMS. The Local will be having elections for officers this December. Keep it going in the right direction!

Also in Floyd County, the New Albany firefighters are keeping up the good fight. The Local reports that the city is refusing to bargain in good faith and while unfortunately they will likely go to arbitration, the Local is confident and steadfast. I know the Local leadership hopes for a change of heart by the city, but in the meantime they are doing the work to make sure their members are well represented. The firefighters in New Albany stay busy, are understaffed and still provide the best service possible to the city. Let us hope that the admin comes around and starts to work with the Local.

President Blum in Clarksville reports that his Local has voted and will be supporting the implementation of a merit system. Their Local has seen great growth and is even discussing a municipal EMS. Clarksville will be meeting, along with some other close Locals, with Cody Leever soon to discuss State and Local PAC options. Thanks to Cody for all his work. President Blum is hoping for another successful golf scramble this year and hopefully some good collaboration with their local decision makers. It must be mentioned that anytime there are Union needs in southern Indiana, President Blum is quick to help. Thanks for all you do Mike!

In Jeffersonville we are currently in negotiations. We have secured our 12% raise for next year and were able to get it 6 months early in July of this year. We are continuing to work with the City Council to button up a 4-year CBA and hope to be done in the upcoming weeks. President Tetley and his team have been working closely with Chief Shawn Grant and the City Council to explore and implement a Fire Territory that would address some under-covered areas around and just outside of the city, and likely produce a good revenue stream for substantial growth. There is also discussion about a municipal EMS service to address the issues we have been facing. The administration has continued to prioritize training and Jeffersonville hosted a multi department training academy recently. I am confident that I will be able to report some great news about growth, staffing, and a signed CBA by next newsletter.

It is my pleasure and honor to serve you all in the 6th District and all around the state. Thank you to Trustee Ben Fee for all you do and if anyone ever needs anything feel free to give me a call or text, doesn't matter your district. Stay safe brothers and sisters!

IAFF 57th Biennial Convention Summary

Delegates from around the IAFF met August 26-29 in Boston, Massachusetts and set the course of this union for the next two years. Your PFFUI Executive Board was at work on the convention floor. President Murray represented the 8th District on the Policy Committee, and Vice-President Harris represented the 8th District, serving on the Constitution and By-Laws Committee. Indiana was represented well with over 60 delegates, alternates and guests in attendance who represented 19 locals from around the PFFUI.

In addition to the increase of \$0.58 that goes into effect for the budget COLA on October 1st, the resolutions listed below had cost factors that total for the new per capita rate for the IAFF will be \$19.05 for Active and \$ 9.53 for Active Retired. The resolutions from the convention totaled \$0.95; below is a summary of what this funding will provide per each resolution; each 1 cent equals \$37,500 to IAFF dues revenue annually.

A full accounting of the IAFF Convention proceedings is available on IAFF.org.

Resolution 7 - \$0.27 increase - Emergency Disputes Fund

This increase will more adequately fund the Emergency Disputes Fund, allowing funding to reflect usage more accurately. The IAFF has seen an increase in Local affiliates reaching out for assistance as leaders in their locals are attacked and, in turn, applying for assistance through the Guardian Policy. The protections you have as a local leader are funded directly from this fund.

Resolution 61 - \$0.105 increase - Fire & EMS Operations Department Staffing Increase

This resolution provides two more staff positions for the department that provides GIS and EMS studies that are requested across the IAFF. Our 8th District members are heavy users of these studies and with the additional staff the IAFF hopes to reduce the production and wait times for completing these essential reports.

Resolution 29 - \$0.02 increase - Organizing Program

Currently there are no dedicated dollars to this area. The IAFF continued to expand its organizing efforts, and these funds provided the funding needed for the DVPs to continue to organize new locals in many areas of our profession.

Resolution 22 - \$0.12 increase - Medical Assistance Program

This area started as a pilot program and has seen great success in securing benefits around presumption and illness and or death because of exposures. The current medical officer has been successful in providing support, but for the program to be successful, it needed a dedicated funding source and the ability to expand staff within the program.

Resolution 18 - \$0.15 increase - Childhood Cancer Research

The money from this increase will be used to fund research into why the children of IAFF members are more likely to develop cancer than those in the general public.

Resolution 26 - \$0.04 increase - Wildland / WUI

Increases support in the area of Wildland Fire Fighting and supports the Urban Interface that currently exists and helps to fund the continued training in this area of fire fighting that continues to plague many areas of North America.

Resolution 21 - \$0.02 increase - Female Health and Safety Standing Committee

This resolution provides funding to cover the cost of meetings of a committee that will specifically be charged to identify and address issues that are unique to women in the fire service. Women in each district of the IAFF will be appointed to serve on this committee.

Resolution 19 - \$0.02 increase - Emergency Operations Technology Committee

Covers the cost of meetings for a committee to ensure members of the IAFF are staying up to date on the ever-changing technologies in our field that can benefit our members' health and safety.

Resolution 24 - \$0.10 increase - National Transportation Safety Board Representative in investigations where IAFF mem-

ber locals have an interest. Covers the cost of the IAFF to send Subject Matter Experts to the scene of significant events the NTSB is investigating where are members have responded.

Resolution 34 - \$0.01 decrease - Discontinuation of 2002-62 NFPA 1710

Discontinuation of the funding to produce videos supporting NFPA 1710, videos supporting this initiative had taken place in the early 2000s but none recently and the funds were not being spent as intended anymore as the need to do so was not necessary for the messaging.

Resolution 35 - \$0.005 decrease - Discontinuation of Resolution 2006-18 NCPERS Pension Summit

Discontinuation of the funding that was intended as educational for members in regard to pension systems. The IAFF has developed much more effective programs, and the IAFF enjoys representation on the National Institute of Retirement Security and participates in the National Conference on Public Employee Retirement. Again, these funds were not being used as intended.

Resolution 37 - \$0.20 increase Fire Fighter Fidelity Fund

Establishes a designated fund to assist with public relations, media, and legal defenses of members who are criminally charged for actions taken while performing their job duties.

Resolution 36 - \$0.01 Increase - Expanding IAFF Scholarships

Increase of one cent to keep up with the rising cost of the Harvard Trade School Program.



**Political Director
Cody Leever**

The Indiana Professional Fire Fighters PAC endorsed 113 candidates, 88 in the House and 25 in the Senate, for the 2024 General Election. Each candidate endorsed demonstrated a deep understanding of the legislative priorities affecting our membership that deliver Fire and Emergency Medical Services across Indiana. Members within the endorsed candidate districts received notice of our endorsement and for the first time, thanks to the great work of Communications Director Scheub, we sent each candidate an Indiana Professional Fire Fighters PAC endorsement package with our new PAC logos and two ads with our branding that many candidates have used on various platforms.

This political endorsement process and engagement work simultaneously and in conjunction with our Double the IPFF PAC efforts. Please consider taking a look at our new contribution levels and incentives. We would be happy to visit any Local anytime to discuss the importance of supporting the IPFF PAC.

Save the Dates

January 4-8, 2025	ALTS	New Orleans, LA
February 19-20, 2025	PFFUI Seminar/Legislative Conference	Indianapolis, IN
March 3-5, 2025	IAFF Legislative Conference	Washington, DC
May 28-30, 2025	PFFUI Convention	Fort Wayne, IN
September 4, 2025	PFFUI Workshop/Memorial	Indianapolis, IN

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