



Johnson County Professional Firefighters Union LOCAL 4252

President: Jeff Smith

Secretary / Treasure: Chris Harrell

MEETING MINUTES October 21st & 24th, 2014

Attendance

Tim Smith	Kyle Blue	Jason Bailey
Corey McGaha	Jeremy Abraham	Nathan Poff
Ryan Cox	Bryan Baker	Kyle O'Farrell
Jory Cox	Kyle Brooks	Scott Tiechner
Mike Combs	Aaron Bryant	Jeff Smith
Chris Harrell	James Hunt	Zack Morris
Jeff Wilson	Mike Arany	

**Some names omitted due to sign up sheet being lost, these names done by memory.*

Call to Order

Last Meetings Minutes

- Approval
- ***MOTION: Kyle Blue - Approve July minutes as presented.
Second by Zack Morris. PASSED UNOPPOSED***

Guest Speaker

- None

Legislative Report

- None (Out of Session)

Financial Report

- Currently have \$73,403 in savings and \$26,702 in checking.
The Local is up to date with its dues payments and all bills.

Financial we are under budget with the exception of the line item of the website. This is due to the approval of the website rebuild which is progressing well.

- Discussion over the dues information sheet that was put out by Treasure Harrell. It talked about the increases that passed at both the International and State Conventions. Discussion of funding the "Firemen's Fund" was also brought up and how to fund that. As our dues that we pay out go up the working money for the Local goes down so funding such programs are at risk. Information was presented to start a well-informed discussion on how to secure our future either by a dues increase, assessments or alternative monies.

District Reports

- Bargsville is trying to work out some policy issues with the administration. They are also working on options for sick/accrued time that might be lost when fitting the cap of the bank.
- Greenwood is working with the Fire Chief on nailing down a final draft for their Merit positions. They brought on 4 new hires in July and are looking at as many as 6 in 2015 pending funding holds up. With the exit of Rural Metro from the state Greenwood is working on a joint venture with AMR to provide 3 ALS units for the city.
- White River is looking at a \$2250 raise in salary that is accompanied with a \$250 reduction in the HSA contribution that the District is making for each employee. The Department is allowing employees to make deposits into the account to cover the reduction. Hoping to finalize the details to bring Nationwide in as a provider option 457 DC. Looking into switching dues to 26 pays instead of the current 24 pays.

Old Business

- Franklin Merger: This is on hold at the request of Local 3433
- Golf Outing: All bills have been paid for the outing and the final total was a little over \$3200.00.
- ***MOTION: Corey McGaha – Donate \$1500.00 from the proceeds of the golf outing to Zane Davidson and family. Second by Tim Smith. PASSED UNOPPOSED***

- Firemen's Fund. Draft is done and presented in the meeting for consideration. Funding concerns halted discussion on the topic.

New Business

- Representation/Legal funds for a member going through a discipline hearing. Eric Brown has been disciplined and charged with failure to follow the chain of command, the Fire Chief is seeking termination with these charges. Discussion on how and what members are entitled to during these types of proceedings with many various opinions.

- **MOTION: Mike Combs – Local commits to providing \$2500.00 to Eric Brown's legal fees. NO SECOND MOTION FAILED**

Question was asked in reference to his representatives believed him or not. This resulted in another line of discussion about the Local is not here to determine fault or not. We either stand with all members regardless of the circumstances (Obvious limitations pending criminal actions) or we don't.

- **MOTION: Tim Smith - Local commits to providing \$5000.00 to Eric Brown's legal fees. Second by Jeff Wilson.**
 - **FURTHER DISCUSSION: Amendment – Local commits to providing \$5000.00 to Eric Brown's legal fees and with approval from the E Board up to additional \$5000.00.**
 - **MOTION: Jory Cox – Accept amended motion. Second by Logan Kerr. PASSED UNOPPOSED**

- PAC appointments. We have a vacant position on the PAC committee and the group is looking for interested people. Bargersville now has members that pay into the PAC and the committee will give someone from that district preference to give all districts an equal voice.

- Officer Nominations
 - Bargersville District Trustee:
 - Kyle Blue Accept
 - Wins office by acclamation
 - Greenwood District Trustee:
 - Josh Thompson Accept

- Wins office by acclamation
- White River District Trustee:
 - Nathan Poff Accept
 - Wins office by acclamation
- Local Member at Large:
 - Tim Smith Decline
 - Mike Arany Accept
 - Wins office by acclamation
- Local President:
 - Mike Combs Decline
 - Jeff Smith Accept
 - Wins office by acclamation

Committee Reports

- None

Open Forum

- None

MEETING ADJURNED

** Attached with this are copies of the Firemen's Fund draft and the Dues increase presentation



Johnson County Professional Firefighters Union LOCAL 4252

MEMBER ASSISTANCE FUND

Purpose:

The Johnson County Professional Fire Fighters Union Local 4252 established this Member Assistance Fund (herein referred to as “the fund”) to “take care of our own” in the event of member hardship. It is JCPF Local 4252’s goal to provide this fund to our (active status) members and their families in efforts to help reduce financial burdens that are accompanied by events such as, but not limited to; an off duty injury/illness, a family hardship or a members sudden death.

Definitions:

Expediently Meet: is determined as a sit down meeting within seven (7) calendar days of notification to the Secretary/Treasurer and if this is not able to be accomplished then a phone conference call may be substituted to review the request dependent on urgency of incident.

Hardship Fund: an amount of money that may be paid to a member in good standing that has experienced an unfortunate and sudden situation such as, but not limited to; an immediate family member who becomes seriously ill or suddenly dies.

Illness/Injury Fund: an amount of money that may be paid to a member in good standing that has been incapacitated from work by means of an off duty illness or injury for thirty (30) calendar days as determined by the member’s department.

Immediate Family: the member’s family that consists of the following: Spouse, Child (including step child) and Parents (including In-Laws).

Section 1 – Hardship Fund

- A. The President, Secretary/Treasurer or the member’s District Vice-President may release from the fund an amount not to exceed five hundred dollars (\$500) to a member or member’s family representative in the event

of an urgent hardship. For example, this amount may be used for immediate travel expenses and/or accommodations in association with a member's need to reunite with an immediate family member who becomes critically ill or injured while away from home. This specific situation may present a particular hardship to a member, as personal funds may not be immediately available on short notice.

- B. For additional compensation from the fund or other circumstances of hardship, the member or member's representative shall submit a written request within thirty (30) days of the hardship for access of funds to the Secretary/Treasurer for consideration by the Executive Board. The Executive Board shall expeditiously meet in quorum to consider the matter, assign, and issue an amount paid to the member or member's family representative.
- C. No member shall receive more than twenty-five hundred dollars (\$2,500) per incident of hardship.

Section 2 – Illness/Injury Fund

- A. The President, Secretary/Treasurer or the member's District Vice-President may release from the fund an amount not to exceed five hundred dollars (\$500) to a member or member's family representative in the event of an urgent expenses associated with a member's physical well-being. For example, this amount could be used to assist in the purchase of hard equipment for the member such as a wheel chair post injury.
- B. No payment(outside the initial five hundred \$500) for an illness/injury shall be issued for any number of days less than thirty (30) calendar days beginning the first day following the injury/illness that the member is unable to work. No member shall receive more than twenty-five hundred dollars (\$2,500) per incident. However, should additional monetary need exist; the Executive Board may authorize a Local 4252 sponsored fundraiser with proceeds earmarked to provide additional funding to the member.

Section 2 – Death

- A. In the event of a death of any member or member's spouse, the fund will immediately pay the sum of one thousand dollars (\$1000) and an additional five hundred dollars (\$500) for each child, step child under the age of 18 to the member's surviving spouse, significant other, child, step child, or next of kin. If there are no survivors, then said sum shall be applied to funeral expenses.

- B. In the event of the death of a child or children, step child of a member, the fund will immediately pay a sum of one thousand dollars (\$1000) per child to the member or family representative.

Section 3 – Funding

- A. A special assessment to support the fund will be assigned to member dues in accordance with the Local 4252 Constitution and By-Laws. Below outlines the dues funding mechanisms:
 - 1. During initial set up, following the adaption of this policy a one-time transfer of five thousand dollars (\$5,000.00) will be made from the JCPF Local 4252 general savings account to the fund.
 - 2. During initial set up, following the adaption of this policy the JCPF Local 4252 General Budget will reflect a change to the line item of “Scholarship” from two thousand (\$2,000.00) to one thousand (\$1,000.00). The one thousand (\$1,000.00) freed will be reassigned to the fund.
 - 3. The fund will have a \$1.00 never sun setting per member per pay.
- B. The Executive Board shall guarantee at least one dedicated fundraising event to occur annually for maintaining proper support of the fund.
- C. The President, Vice-Presidents may establish other funding agreements with approved third party agents to secure additional monetary support of the fund.
- D. The Secretary-Treasurer may accept in kind donations from individuals or groups to support the fund.

Section 4 – Fund Management

- A. Any member who disagrees with a decision by the Executive Board as it pertains to the fund may appeal as outlined in the Local 4252 Constitution and By-Laws.
- B. Any member who presents or aids others to present an illegal or fraudulent request will be subject to charges in accordance with Local, State and Federal Law and subject to any and all criminal and/or civil proceedings.
- C. No money will be loaned to members under any circumstance.
- D. For qualified hardship or illness/injury incidents as determined by the Executive Board, the fund may pay the member’s monthly union dues until the member returns to work if loss of wages occurs.
- E. The Secretary/Treasurer shall maintain all books, papers, and effects of the fund.

- F. The operation of the fund herein provided shall be the sole responsibility of the Johnson County Professional Fire Fighters Union Local 4252 and in no event shall any liability of any nature whatsoever accrue to the International Association of Fire Fighters as a result of operation of this fund.

- G. The Johnson County Professional Fire Fighters shall explore every option available through the IAFF and PFFUI for any assistance within the matter.



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Brothers and Sisters,

In 2015 there will be a “Per Capita” raise as there has been for the last several years this year we are looking at and talking about making some by-law changes to our current formula for Per Capita increases. Listed here and attached you will find explanation in the IAFF increase and the PFFUI increase (this will come in October 2014 for the IAFF and January 2015 for the PFFUI). What this does as the Per Capita” increases our working budget for the Local goes down. For the last several years we have not discussed a raise to our dues with the exception of the required 1% per our Constitution and Bylaws at the recommendation of the IAFF. With this we feel it is time to start the conversation of the next step; what is our next step? Do we increase dues? If we do increase dues what to and how? Do we reduce services?

Since late 2013 we have talked about a “Member Assistance Fund” and what this would entail. How will we fund this? How are or will the funds be disbursed? This is also attached and up for discussion, with all this I am confident there will be some discussion.

So, I will hopefully leave you with some good numbers to talk about and come to a solid decision for our members and our families.

BCFD	January 2015 1% dues @ 26 pays \$20.17
GFD	January 2015 1% dues @ 26 pays \$21.45
WRTFD	January 2015 1% dues @ 24 pays \$23.43
WRTFD	January 2015 1% dues @ 26 pays \$21.62

Member Assistance Fund \$1.00 per pay assessment for each member of the Local.
(Purposed, currently not included in the dues)

IAFF Resolutions: New IAFF Dues \$13.05 per member up from \$12.48.

#1 - Budget adjustments for inflation active members increase .18.

#7 - Expanding Role and Increased responsibilities of District VP .09 increase for the years 2014-15-16.

#19 - IAFF Fallen Fire Fighter Memorial .21 increase sunset in 2019.

#22 - Union Activities Justice Fund .06 increases sunset 2016.

#35 - Support of Cancer Research .03 increases.