



Johnson County Professional Firefighters Union LOCAL 4252

Revenue Information Breakdown

For the past couple of years we have talked about the implementation of several different things with the biggest item being the Members Assistance Fund. We have also talked about the automatic dues increases that the Local is paying out for both the PFFUI and the IAFF. We either need to finish these two items up and implement or we need to get them off the table once and for all.

So here is the breakdown of what our dues are currently and what the changes to those dues would be at the different rates we have talked about over the last few years.

	Bargersville (Based on 26 pays)	Greenwood (Based on 26 pays)	White River (Based on 24 pays)	White River (Based on 26 pays)
1% dues base	\$20.17	\$21.46	\$23.43	\$21.62
1.5% dues base	\$29.42	\$32.18	\$35.14	\$32.44
2% dues base	\$39.23	\$42.90	\$46.85	\$43.23
\$1.00 Assessment added to dues base	\$21.17	\$22.46	\$24.43	\$22.62
\$2.00 Assessment added to dues base	\$22.17	\$23.46	\$26.43	\$23.62

**These numbers are based on the 2015 pension base for each department so if a raise in a department occurs then the base rate would adjust as normal and then the addition would change.*

The Members Assistance Fund has been looked at for a long time and in my opinion it is needed but has stalled due to a lack of funding mechanism. So here is the E-Boards recommendation on implementation of this program.

Step One: In October Motion, Vote and Pass the Policy that will govern the Members Assistance Fund. If the motion fails then we won't have to do anything with the funding stuff and it dies there.

Step Two: If the motion passes then enact the following funding mechanisms (which they are part of the policy as well)

- 1.) During initial set up, following the adaption of this policy a one-time transfer of ten thousand dollars (\$10,000.00) 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. All savings that are associated with the “Scholarship” will be transferred into the fund and that line item will be removed.
- 3.) A special assessment of one dollar (\$1.00) per pay will be assigned to each member’s dues in accordance with the JCPF Local 4252 Constitution and By-Laws. This assessment will never sunset.

***The assessment will require a second ballot vote to implement it. If that ballot vote fails then it is the recommendation that the Member Assistance Fund policy be removed which would require another floor vote. If the assessment fails then we have no reoccurring funding mechanism so the fund becomes unsustainable.**

Finally is the percentage increase for the base dues. This is something that we have talked about for a couple of years and the reasons for this are as follows.

- 1.) The automatic dues increase that the Local pays for the PFFUI and the IAFF. Those costs go up then out costs go up, which in turn causes the Local operating budget to go down. This was a major issue when the members were not getting raises or getting very small raises. Simple budgeting explanation is our expenses were growing faster than our revenue so considering this was a very viable option.
- 2.) Major projects, if we wanted to start planning long term to better infrastructure for the organization then we have no way to do it. By increasing the base percentage then we could up the money for a time period to save money for something and then back it down once done.
- 3.) Major legal expenses, if we found ourselves in a big legal battle then we would have the ability to increase money to help offset those expenses. Let’s face it lawyers are expensive and there will be a time when we need to hire one to solve an issue for use.

We have options in borrowing money from the IAFF but there are a lot of hoops with that as well as time frames on repaying it back. Oddly enough those are generally paid back by dues increases by the IAFF.

So the recommendation would be to vote on a C&B change to read as follows:

“The dues for active members of this Local shall be no less than one percent (1%) and no more than one point five percent (1.5%) of the highest pension base, respective to each District, per year for active members payable to the Secretary/Treasurer or authorized agents or stewards per month. Approval of the annual Local Budget will determine the rate that will be paid for any given year.”

Increasing the maximum dues rate would give us the ability to do the above mentioned things. The E-Boards intentions are to operate at that 1% mark until the membership wants or needs us to go above that.

If you have questions please let one of us know.