

FULLY INVOLVED



Introduction

Welcome readers to the latest edition of Fully Involved. Your Local Union has been up to a considerable amount of business on your behalf these last few months, and you can look forward to a wealth of information inside. I hope that everyone is enjoying the early dog days of summer, as I am very much looking forward to seeing many of you at our Annual Picnic! A good amount of work goes into compiling this newsletter, but it only scratches the surface of our work. Please take the time to read these updates, and if you have any questions, don't hesitate to call.

Memorandum of Understanding FY2024 Continued

Last issue, I provided a detailed synopsis of negotiations over our Memorandum of Understanding (MOU) for the fiscal year 2024 (FY24), which runs from July 1, 2023, through June 30, 2024. Things have moved significantly further at this point, so that I will make my summary of events brief.

The Local reached an impasse with the City at the statutory deadline of March 1, 2023, and blindly exchanged our last best final offers (LBFO). We subsequently held a ratification vote to decide whether to accept or reject the City's offer. The result was overwhelmingly rejected and proceeded to arbitration. Mr. James Oldham was selected as our Arbitrator from the American Academy of Arbitrators, and the dates were set for June 5th – 7th. In the interim, a settlement offer was made to Local 734 in their contract negotiations after continuing negotiations after they had reached an impasse.

The City made no such attempt with us. The Friday before interest arbitration was due to begin on Monday, they increased their offer from 3% to 4% and gave a hard deadline of 5 PM Friday. My initial thoughts were to respond by channeling Acting Commander Anthony McAuliffe, U.S. Army, who answered a hardnose ultimatum from the Nazis during the Battle of the Bulge with one word: "NUTS!" However, our attorney insisted on maintaining decorum, so we politely responded, "See you in arbitration."

We showed up well-prepared to present our case. Literally, the moment we were about to begin, the City asked for a recess to caucus amongst their delegation. A long day of back-and-forth negotiations would follow. The result was a Consent Award from the Arbitrator that would essentially "split the baby" of our offer in a palatable way to the City.

Pay disparity with comparable jurisdictions throughout the State aside, there were several glaring structural differences between us and Local 734 in the same department. Namely, we were accruing one less holiday, not receiving overtime on three designated holidays, working more hours, and not receiving a 3% longevity at six years of service. This compression simply could not stand. The longevity particularly made it so that supervisors with the same years of service as their subordinates would be making less in many instances. This was also the biggest sticking point with the Department of Finance. They simply could not concede that they needed to rectify that injustice.



In addition, forcing us to work two additional impact days per year, every year, then our brothers and sisters in the same department were inequitable. We didn't even have that in our last best final offer because work schedule changes are frequently viewed by arbitrators as a "poison pill" that could sink an entire offer. We quite modestly asked for one less impact to be on the same schedule as Local 734, while the City originally conceded no such thing.

Ultimately, the Consent Award would rectify many inequities between the two locals. It is for this reason that the Negotiations Committee recommends that the members accept the Consent Award. The biggest tradeoff between that and our LBFO is the exchange of 1% COLA for one less impact day (both plans having essentially the same cost), and the slow phase in over the year of our newest (and hardest fought) longevity at six years of service.



Brother Brooks

Last issue I posted a comparison of the City's LBFO with ours. This issue, I will add to that chart an additional column that outlines the terms of the Consent Award so that you can compare:

Comparison of the City of Baltimore's Offer vs. IAFF Local 964's Offer vs. Consent Order

Subject	City of Baltimore	IAFF Local 964	Consent Order
<i>Duration</i>	FY24 (Does not begin until noted by Board of Estimates)	FY24 (Begins July 1, 2023)	FY24 (Begins July 1, 2023)
<i>Cost of Living Adjustment</i>	FY24: 3.0%	FY24: 5.0%	FY24: 4.0%
<i>Additional Longevity</i>	N/A	07/01/23: 3% @ 6 YOS	07/01/23: 1.5% @ 6 YOS 06/30/24: Additional 1.5% @ 6 YOS (total of 3%)
<i>Suppression Shift Schedule (September 1, 2023)</i>	N/A	Reduce number of impacts by <u>one</u> for suppression personnel. Move to a 9 number impact system. Total annual hours of 2,433.3.	Reduce number of impacts by <u>two</u> for suppression personnel. Move to a 10 number impact system. Total annual hours of 2,409.3.
<i>Holiday Pay</i>	N/A	Increase Holiday accruals by one, for a total of 9 days per year (10 days in election year). Employees working regular shift on 3 designated holidays will earn 1-1/2x.	Increase Holiday accruals by one, for a total of 9 days per year (10 days in election year). Employees working regular shift on 3 designated holidays will earn 1-1/2x.

SUMMER 2023

Tentative Agreements (T/A's are items that are contained in the Union & Management's last best final offers, as well as the Consent Order):

- Jury Duty – Maryland Code Annotated language incorporated into MOU;
- Death Benefits – increase retiree death benefit from \$7,000 to \$10,000;
- Promotions Preparation – minimum notification requirements for reference materials (10 months), testing dates (4 months), & application period (3 weeks);
- PFAS – establish a joint labor management committee to study elimination of PFAS chemicals in turnout gear;
- Impact days – allow for 10 or 14 hour vacation use (in addition to full 24 hour use);
- Education reimbursement – increase allowance from \$2,500 to \$7,500;
- MOP – eliminate requirement to report for drug & alcohol testing **while off duty** following off duty arrest.



Brother Bennett

As I write this, we are planning to send out notification for a ratification vote to occur on the

Following dates and times:

Thursday, June 29, 2023 at 0900 to 1100 hours

Friday, June 30, 2023 at 1730 to 1930 hours

There will be brief presentations on both days to outline the offer further and answer any questions from the membership. I'd like to thank the Negotiations Committee for all of their hard work. For whatever reason, this turned out to be the most contentious round of negotiations I've had the displeasure of working through and although I do not think the final offer truly compensates our members for what they fully deserve, I'm proud of what we came back with after what we faced.

The Negotiations Committee, in addition to myself, were:

David Goldman, Secretary-Treasurer

Michael Hudson, 1st Vice President

Thomas Skinner, 2nd Vice President

Harry Conway, Recording-Secretary

Carrie Naylor, Sergeant-at-Arms, Member-at-Large

D.J. Hull, Trustee, Member-at-Large

City of Baltimore Budget FY2024

Better wages are a primary focus during negotiations, however, the Local also forever advocates for better working conditions as well. It is no secret that the BCFD is in the midst of our greatest apparatus crisis of all time. Compounding the problem of not maintaining an effective replacement plan for our apparatus for many years are the current supply chain problems that persist to this day and lengthen “build times” – the time it takes between delivering a check to a vendor until the apparatus is on the street. The longer these build times remain the longer it will take us to dig out of this hole.



We brought our members concerns over apparatus to Chairman Mark Conway, District 4, who convened a hearing before the Public Safety & Government Operations Committee in December. The hearing raised awareness among the entire City Council to this pressing concern.

Fast forward to FY24 budget season. The City Council, for the first time in 125 years due to charter amendment, could wield the authority to not only cut funding from the Mayor’s budget but to move those cuts to other areas. Ultimately, they chose to cut and move about \$10 million. *More than half of that*, by far the biggest reallocation at \$5.4 million, went to the BCFD budget! The purpose was to increase purchasing power not just for additional fire apparatus, but for additional firehouse renovation and repairs as well. Further, plans were expedited to upgrade the pier of Fireboat 1, which had fallen into an untenable state of repair, as well as replace both Fire/Rescue boats.

It is very important to give credit where credit is due, and our friends in the City Council deserve all the credit for these moves. Besides just granting us more funding, they clearly said that they consider the BCFD a top priority. I am often asked why we bother with political involvement and/or action, and it's times like these that express the reason clearly.

Make no mistake, the FY24 budget will by no means cure all the Department’s ills, but it is certainly a bold step in the right direction. No living person has seen the City Council reallocate money before, and to see the lion’s share of their first reallocation in our lives to go to the BCFD is certainly cause for celebration

Local Legislative Priorities

He will be victorious whom chooses the time and place of their battles. I have deliberately held back writing publicly on major legislative proposals we have been crafting for months. While I will not post anything publicly until the Mayor & City Council are briefed, rest assured that you will be supportive. And the time and place for those battles are fast arriving. We will be unveiling local legislative priorities to the Mayor and City Council during a busy summer lobbying marathon. At that time, the specifics will be disseminated to you, and I am humbly asking for as much help from you as we can get. We must show up in force if we want to earn what is rightfully ours. This may mean rallies, shows of strength at committee hearings, reaching out to voters, etc. When our proposed legislation makes its way through City Council committee hearings, we will be sending out notifications through SMART as soon as we can, even though we receive short notice at times. Please heed this call to action, monitor your communications from the Local, and make every effort to get involved so that we can further improve our wages, working conditions, and benefits through legislative action!

On a related note, if you are reading this and have not yet signed up to contribute to our political action committee (PAC), please take the time to do so. We are still signing up members who have not heard of our PAC until we speak to you directly. The PAC is invaluable in showing our support to the elected officials who support *YOUR* issues. For those of you who are understandably skeptical of political involvement, I hear “what has the PAC done for me?” Unsaid is usually a final word – “lately.” That’s when we put aside past successes in securing a pension fund, shift work schedule, presumptive cancer legislation, retiree tax subtractions, and point out that in less than a year we have passed landmark health insurance securities for actives and retirees as well as lobbied for and received increased funding to the tune of \$5.4 million. With the recommended contribution to the PAC at a modest \$10 per pay, I can’t think of a better return on investment anywhere.



Health Insurance Committee (HIC)

Speaking of legislation, the joint labor management Health Insurance Committee (HIC) has begun meeting to discuss health benefits for plan year 2024. The process is now conducted as an open meeting in compliance with State law. So far, the City is making a valiant effort to comply with the new requirements under our HIC legislation, although there is a learning curve in some respects. To spare boring you the mundane details, the short story is that it appears our health insurance benefits will be increasing in cost next year. On a cursory glance, it seems the City’s formulaic approach to determine the rates are valid, although we always run the proposed rates through our health insurance consultant as part of our “trust but verify” *modus operandi*. To date, no such rates have been revealed but only the process for determining them. The driving force behind any rate increases will come from increased cost to prescription drugs. As soon in advance of open enrollment we have rate information we will release it to the membership. If you’ll recall, last plan year increase saw a relatively small increase and we are hopeful we can control the increase again this year through the collective bargaining process, thanks to our accompanying health insurance reform legislation.

Fire & Police Employees Retirement System

Performance of our F&P Pension continues as expected, with a slow bounce back from last year’s dismal stock market. Still, our year-to-date return on investment hovers at +3.57% with an overall market value of \$3.011 billion. To meet today’s challenging market, the F&P continues to reallocate our investments according to our portfolio asset allocation target. Additionally, we evaluate alternative investment strategies with a careful eye on risk management. Overall, our F&P fund remains strong.

Last issue I mentioned the pending departure of the F&P Executive Director Anthony Calhoun due to retirement. A Search Committee has been convened by the Board of Trustees and has narrowed down to a handful of applicants. We will likely have a new Director by year’s end. While we hate to see Tony go, we wish him well in his well-earned retirement. We also look forward to forging a new relationship with the incoming Director and look forward to the opportunities to further strengthen our pension fund together into the future.

IAFF Legislative Conference (LEGCON) & 4th District Partnership Education Program (PEP)

In March, the Executive Board attended the annual IAFF Alfred K. Whitehead Legislative Conference in Washington, DC. Every year, the IAFF uses LEGCON to roll out its federal legislative agenda. They also have guest speakers from both sides of the aisle who have supported IAFF legislative priorities. This year, the IAFF rolled out proposed legislation on the following issues: recognizing occupational cancer deaths, PFAS free turnout gear, health insurance for early retirees, free speech for public safety employees, and collective bargaining rights. After hearing from many elected officials and dignitaries, including the President of the United States, we rallied on Capitol Hill before directly lobbying members of both the U.S. Congress and the U.S. Senate. Once again, it was a productive event, and we look forward to seeing what will come out of the 118th Congress, knowing that we secured a large majority of the Maryland delegation.



Brother Wodka

In May, the Executive Board attended the 4th District PEP in Norfolk, VA. This is the best training for our local officers outside of the IAFF ALTS Conference. As president, I am always cautious about falling into a management trap we know too well – expecting high performance out of personnel without having properly trained them. That is why it is so important to continually train and educate our officers so that our members are getting the best service we can provide. Educational tracks ranged from collective bargaining, communications, leadership, peer support, and secretary-treasurer best practices.

I also had the good fortune to be accepted into the IAFF Political Training Academy (PTA) program this year. The PTA runs concurrently with the IAFF Communications Training Academy (CTA). Each program selects a total of 50 applicants from throughout the United States and Canada to an intense week of higher learning in the respective fields of political operation or communications. The PTA got to the very fine points of politics – running a campaign, from start to finish, either for office or a ballot initiative. We learned the various aspects of a campaign, including financing, political direction, advertising, polling, get-out-the-vote (GOTV), and more, from some of the brightest political minds across the country. In the end, we even ran our own fictitious candidate with real-time updates requiring adjustments to strategy. I hope to put these skills to use in pursuing the aggressive, albeit cryptic, legislative agenda I referenced earlier in my column.

Conclusion

I truly hope this column provided deeper insight into some of the day-to-day progress your Union has made in the last few months. As I said before, this is a brief overview, and much more is happening, but I am prohibited by time from detailing every aspect of every move in this limited space. If there is something I have not covered or you wish to know more about what I did, don't hesitate to reach out, as I can guarantee I will have an answer to your question (even if the answer is "That's a great question, let me do some research and get back to you." Until next time, I hope to see you at the picnic, at the firehouse, and City Hall, and I will write to you in our next issue of Fully Involved in the Fall. Stay safe, everyone!

Secretary Treasurer Report by Dave Goldman

As I am writing this article, Arbitration begins in a few days. We are meeting with the city and arbitrator from Monday, June 5, through June 7 to plead our case for why the city can afford to meet our demands. Up until the arbitrator rules, the City and the Union can still negotiate and try to work out a deal. Hopefully, our lawyer F.J. Collins and our President, Josh Fannon, can convince the arbitrator to rule in our favor. Everything that we have asked for in our contract are reasonable demands that our members deserve.

Summer is approaching fast; the union has two events that we have annually. The first one is the family picnic at Valleybrook Swim Club, located in Kingsville, MD. This event takes place on the third Sunday of the month, July 16th, from 12-6 pm. Again, we will have all the regular food a nice picnic has, along with getting crabs again. We had great weather last year, along with a very nice turnout from the membership. Everyone seemed to enjoy the day. Besides the picnic, we have the annual golf tournament on September 5, 2023, at Eagles Nest Country Club. After 12 years at Rocky Point Golf Course, we decided to change things this year. All monies we raise will go towards The Baltimore Fire Officers Charitable Foundation.

In my Spring article, I mentioned that we were still looking into investing some of the money that we have in the Sweep Account into 2 more CDs. Since the Fed's raised its rates, the CD rates also increased. We purchased a 6-month CD with a 5% rate and a 1-year CD rate at 5.15%. One of the CDs that we purchased early this year is expected to mature in July, and once that happens, we may re-invest it in another CD; this all depends on the rates, of course. If anyone has any questions on Local 964 finances, please give me a call anytime. Have a great summer, and I hope to see you at the events that we have planned.



1st Vice President Report by Michael Hudson

PEP Conference

The L964 Executive Board attended the IAFF 4th District Conference from May 23rd to 27th in Norfolk, VA, and participated in the IAFF Partnership Education Program (PEP). I enrolled in and completed the Communications Track, which included classes on Crisis Communications, Internal Union Organizing, social media Legal Issues & Best Practices, and Organizing & Implementing a Community Outreach Program. These annual district conferences are a great way to improve our effectiveness as union leaders, and it provides the opportunity to interact with and learn from union officials from our region.



2nd VP Skinner & Nick J Mosby, City Council President

Cookout

Our annual L964 Cookout will be held on July 16th at the Valleybrook Country Club, 1810 Valleybrook Drive from 12:00 to 6:00. This popular event was well attended last year, and all had a great time. This is a family-friendly event that includes access to multiple pools, including a kiddie pool and an adult pool with a bar. Games, prizes, and raffles will be available and will always entertain the many kids that attend. Food will include steamed crabs, corn, hot dogs, burgers, sausage, salads, side dishes, and watermelon.

We look forward to seeing you and your family and friends!

Golf Tournament

The annual John L. Seiss Memorial Golf Tournament will be held September 5th, 2023, at the Eagles Nest Country Club in Phoenix, MD, offering 18 championship holes of golfing, food and drink, prizes, and fellowship with members and supporters of Local 964. All proceeds from the tournament benefit the Baltimore Fire Officers Charitable Foundation, Inc., a 501 (c)(3) non-profit, and are fully tax deductible.

Space is still available for players and event sponsors. If you'd like to volunteer to help with the tournament (you DO NOT need to be a golfer), we need help with fundraising, soliciting corporate and private donations, and logistics for the event. Please contact me at 410-375-5577.

Peer Support

June is PTSD Awareness Month. Please continue to use and refer members in need to the Peer Support Team Hotline at 443-814-9950. All calls to this line are anonymous unless the caller identifies themselves.

Discipline

Always contact a member of the Local 964 Executive Board if you are facing any discipline. We are here to represent you and are trained to enforce our Memorandum of Understanding with the City of Baltimore effectively. You pay your union dues for many reasons, the most important being representation when the employer violates our MOU or you are facing discipline.



Sister Taylor, Brother Talley and Brother Cash

2nd Vice President Report by Tom Skinner

The 2023 legislative session ended on April 10th. In the ensuing two months, Governor Moore signed, vetoed or let pass into law without his signature, all 810 bills passed by both branches of the legislature. Of particular importance to us as an IAFF Local and the PFFMD:

HB2- Income Tax - Subtraction Modification - Union Dues, union dues deductible from Maryland taxes, 100%.

SB527- Fire, Rescue, or Emergency Medical Services Entities – Cleans up language protecting our Peer Support Providers and programs.

HB902/SB839- Labor and Employment - Workers' Compensation – Adds hernias resulting from repetitive motion as a presumptive injury.

SB377- Workers' Compensation - Benefits - Offset and Study- Originally “Offset and Hearing Loss”, hearing was amended out of this bill to reduce confusion. This bill returns and clarifies the Workers Compensation statute to “one injury/one case”.

HB470/SB256- Environment - Fire-Fighting Training - Oriented Strand Board – Prohibition- Prohibiting the setting on fire or burning of oriented strand board for certain fire-fighting training; and establishing an administrative penalty not exceeding \$500 for a first violation of the Act and a civil penalty not exceeding \$1,000 for a second or subsequent violation.

SB61- Property Tax Credit - Public Safety Officer- Enables a local jurisdiction to decide eligibility (active, retired, etc..) and amount of deduction (currently capped at \$2500)

SB414- Commission to Advance and Strengthen Fire Fighting and Emergency Medical Services Within Maryland- Develops a commission to address staffing and retention problems in the Fire Service across Maryland

Some of the items that didn't make it through the process and will return include:
Pension Tax Credit enhancements (Military was done this year)
Hypertension presumption, fixing the “disablement clause”
Hearing Loss will return as a stand-alone bill

Deferred Comp has rolled out two new optional investment plans that will have guaranteed income. Several live and virtual seminars were held, although not well attended. Anyone wanting more information on the new plans or having any questions about Deferred Comp should contact Heather Gayle from Nationwide at 443-707-0129 or Rob Gill 443-675-2903. The website retirewithbmore.com can be used to access information on Deferred Comp and your investments



President Fannon, Brother Hahn and John A. Olszewski Jr, Baltimore County Executive

SUMMER 2023

I recently attended the 4th District Partnership Education Program (PEP) in Norfolk, VA. During PEP, I attended a 16-hour class in Peer Support. I had previously taken the IAFF Resiliency course. Our Peer Support team, led by Kristy Brinn, does a fantastic job! With these classes and the other online classes offered by the IAFF, I hope to support the team and our members better. Anyone interested in assisting should contact Kristy.

The National Conference on Public Employee Retirement Systems (NCPERS) recently held their Annual Conference and Exhibition that I attended along with the Active and Retired Trustees for the F&P. This was four days of continuing education for our Accredited Fiduciary certification and quite a few very interesting seminars on the latest in investment trends and ways to keep our funds' investments secure.

The baltimorefireofficers.com website is being replaced with a modern and more user-friendly version that includes an app for your mobile device. Hopefully, the transition to the new site will occur by the end of the Summer. The address will remain the same.



Brother Peth

Local 964 Health & Safety Committee Update

Stations

- Nederman Systems – installation is “mostly” complete, report issues within Operative IQ
- CO detectors installed in sleep areas, offices & common areas; contact Logistics if more are needed
- AC issues – report via Operative IQ for HVAC service
- Station renovations – ongoing capital planning project with city, state & federal government funding

Apparatus

- Delivery of new units can take up to 60 months; qualified used vehicles helping to fill void
- Fleet maintenance continues to be a challenge – repair lists must be updated & with vehicle
- Notify FD Shop with all issues; DO NOT wait until units fail
- Gate valve added to deck guns to streamline use
- MDT mounts being removed from vehicles with front seat officer passenger
- Traffic Incident Management System (TIMS) training being rolled out in June by SO for all personnel

EMS

- Power stretchers installed in all 1st line & “most reserves”
- New units subject to manufacturing delays and slow turnarounds
- Needlestick injuries – 4 incidents so far in 2023; important to engage safety features correctly



Brother O'Malley

Fireground/Emergency Scene Safety

- BAT Pilot program and 2nd Safety Officer on each box assignment to continue
- TICs – SEEK Thermal Imagers have been assigned to each riding position in suppression
- RIT bags – components still in procurement and will be assigned to each unit once delivered
- Bail Out Training – ongoing with the majority of suppression members training; bail out system is a MANDATORY part of TO gear once member has been trained
- PAR – ongoing issues occurring; training offered in Officer Development, Chief Officer Development, and with possible use to Adachi System (still being considered); AAR also conducted after each incident
- SCBA – continue to clean after each use & maintain readiness; contact AMR for all repairs; Draeger repair parts contract approved
- Code Xray – as of May 2023, 3,706 placards installed; continue to inspect district & enter data; 180-day inspection required; information (including comments) MUST be entered into Fire Records to allow data to show in MDTs on calls
- SOC life safety harnesses at FA & in field being replaced to meet NFPA standard of 10-year max. use
- Hearing Conservation program – updated and included in Safety & Risk Management folder in BCFD Word Forms
- Call for additional resources BEFORE you need them!



Brother Goldman & Brother Larmore

For more information and/or to report safety issues, contact L964 H&S Committee Chairs

Michael Hudson (410) 375-5577 or Dean Denning (443) 790-2060

Retiree Representation Report by Tom Nosek

- The F&P pension asset value as of May 31, 2023 is \$3,002,335,965. (billion)
- The Executive Director of F&P, Mr. Tony Calhoun is retiring June 2023. There is a search committee being put together to interview candidates for that position

- The RFP (Request for Proposal) for the new pension consultant contract was sent out and proposals have been received. WE are currently reviewing such.

- Members with questions on retiree healthcare or pension issues can contact me at nosek5@comcast.net or 410 499 5441

- Retirees meet every second Thursday of the month. Location is Columbus Gardens, 4301 Klosterman Ave. Meetings start at 7 pm, food and drinks are served.

The retirees do not meet during the months of July and August. Meetings resume in September, the next meeting is September 14, 2023. Those retired and have not joined the Baltimore City Retired Fire Officers and Firefighters Association, can still do so by contacting Lt. Dave Franz (retired) @ bcdretiree43@gmail.com or 410 499 5638.

- **NEWS:** Under the Secure Act 2.0, Public Safety Officers not using healthcare from a municipality and having that premium taken out of their pension check can now use the HELPS bill. Example: if a retiree is PAYING for healthcare from another job and pays a premium, he will be able to write those premiums off for 2023. This is NEW and we will have a better explanation at the September meeting. One can search under IRS.GOV publications under what's new Secure Act 2.0.



Brother Novack

LAST CALL



Retired Lieutenant Edward C. Beling, OFM
Retired Lieutenant Roger C. Melchior, FA
Retired Lieutenant Barry J. Preston, Sr., Truck Co. #26

RETIRED FIRE OFFICERS & FIRE FIGHTERS EXECUTIVE BOARD

Title	Name	Number	E-Mail
President	Charles Williams	443-324-2531	aircasade@aol.com
Vice-President	Steve Fugate	410-908-0199	sgfugate@comcast.net
Treasurer	Wayne W. Schmitt	410-322-0329	poe27@hotmail.com
Secretary	David Franz	410-499-5636	bctdretirees@comcast.net
Sergeant at Arms	Jim Macey	410-677-6058	macedel@verizon.net

Meetings are held on the 2nd Thursday of each month at
7:00 p.m.

Meetings will be held at the Knights of Columbus 4301 Klosterman Avenue
Nottingham, MD 21236

*****No Meetings in July or August*****

Send illness notifications to Dave Franz and

PLEASE KEEP YOUR BENEFICIARIES UP TO DATE!

****Attention Retirees****

We send vital information through a group email Association Members
wanting to participate send your email address to
Recording Secretary Dave Franz at bctdretirees@comcast.net

for more details call Dave at (410)499-5638

SOCIAL MEDIA



Baltimore Fire Officers IAFF Local
Or
BFO 964 Members Only



Baltimore Fire Officers



@ Officers 964



Brother Hudson & Brother Conway in PEP Class on Social Media

CONTACT INFORMATION



IAFF Local 964 Baltimore Fire Officers Executive Board & Board of Directors Contact Information

1030 S. Linwood Avenue
2nd Floor
Baltimore, MD 21224

Executive Board		<i>*Please use President or Vice President for NOI Contact*</i>			LAST UPDATED:	Tuesday, January 3, 2023
<u>Position</u>	<u>Name</u>	<u>Rank</u>	<u>Work Location</u>	<u>Shift</u>	<u>Phone</u>	<u>Email</u>
President	Joshua L. Fannon	Battalion Chief	Local 964	Day	443.807.8184	jfannon@baltimorefireofficers.com
Secretary Treasurer	David M. Goldman	Battalion Chief	1st Battalion	D/1	410.458.3623	dgoldman@baltimorefireofficers.com
1st Vice President	Michael Hudson	Captain	Squad Co. #54	A/5	410.375.5577	mHUDSON@baltimorefireofficers.com
2nd Vice President	Thomas A. Skinner, Jr.	Lieutenant	Truck Co. #12	A/2	443.790.2625	2ndVP@baltimorefireofficers.com
Recording Secretary	Harry T. Conway	EMS Lieutenant	EMS District #1	B/5	443.865.0984	harrytconway@comcast.net
Board of Directors						
Trustee	David J. O'Malley	Captain	Engine Co. #13	B/2	443.417.4593	djo1125@comcast.net
Trustee	James D. Cavasina	Lieutenant	Truck Co. #1	D/3	410.807.1665	bcdft16cav@comcast.net
Trustee	Duane C. Hull	Battalion Chief	4th Battalion	C/4	724.350.0968	djhull1@gmail.com
Sergeant-at-Arms	Carrie L. Naylor	EMS Captain	EMS District #3	C/1	410.984.3580	bcd22@yahoo.com
1st Battalion Steward						
2nd Battalion Steward						
3rd Battalion Steward	William R. Hudson	Captain	Truck Co. #10	C/6	410.459.2626	foolforthecity@yahoo.com
4th Battalion Steward	Michael L. Jones	Lieutenant	Truck Co. #25	A/2	410.961.3156	ffmic53@gmail.com
5th Battalion Steward	Dion B. Jackson	Lieutenant	Truck Co. #18	D/3	443.622.8446	dmack8498@msn.com
6th Battalion Steward	Frankln Burgess	Captain	Rescue Co. #1	B/3	443.531.2093	charles13897@gmail.com
EMS Battalion Steward	David T. Zepp	EMS Lieutenant	EMS District #6	A/5	443.739.6483	dtzepp@comcast.net
Fire Academy/Logistics				Day		
OFM/HQ/FCB Steward	Albert F. Jarrett	Captain	OFM	Day	443.844.7168	aljarrett1975@gmail.com
Retirees Representative	Thomas Nosek	Lieutenant	Engine Co. #41 (ret.)	N/A	410.499.5441	nosek5@comcast.net

NOTIFICATION TO THE MEMBERSHIP - NOMINATIONS OF OFFICERS

In accordance with IAFF Local 964 Constitution & By-Laws (CBL), Article IV, notice is hereby given to the Membership that nominations will be accepted for the following Executive Board Officers at the September 12th & 13th Regular Meetings:

- President
- 2nd Vice President

Nominations will be accepted for the entire Board of Directors at the September 12th & 13th Regular Meetings:

- Trustee (Full Term)
- Trustee (Two year Term)
- 1st Battalion Steward
- 2nd Battalion Steward
- 3rd Battalion Steward
- 4th Battalion Steward
- 5th Battalion Steward
- 6th Battalion Steward
- EMS Battalion Steward
- Fire Academy/Logistics Steward
- OFM/HQ/FCB Steward
- Retirees Representative

Qualifications for Nomination

Per CBL Art. IV § 6: “Any regular active member of the Baltimore City Fire Department in this local in good standing is eligible for election to the office of President . . . 2nd. Vice President . . . Trustee and Board of Directors; provided, however, that said member, in order to qualify for elective office or become a candidate to any convention, must have attended at least five (5) regular meetings during the Twelve (12) month period immediately prior to the date of nominations. Special meetings are not to be construed as a regular meeting.”

Per CBL Art. IV § 4b: The Board of Directors must be members of the battalion or division they are representing.

Resources Available for our Members

BCFD Peer Support Team Hotline 443-814-9950 – Available 24/7/365 and provides support/resources to members and their families during times of crisis

IAFF Center for Excellence Tele-Health resource option, 844-439-8445 -Identify as First Responder and request to set up a Tele-Health appointment

Baltimore City Employee Assistance Program Call 410-396-1859 – M-F 0830-1830

Wills for First Responders, Pinder Plotkin LLC,410-661-9440

firstresponder@pinderplotkin.com



The banner features the IAFF logo on the left, which includes a Maltese cross with 'A' at the top, 'I' on the left, 'F' in the center, and 'F' on the right, with 'AFL-CIO' and 'CFC' at the bottom. To the right of the logo is the text 'INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS'. Further right is the 'ADVANCED RECOVERY SYSTEMS' logo, which consists of a stylized tree with yellow and grey leaves above the text 'ADVANCED RECOVERY' and 'SYSTEMS' in a yellow bar, with the tagline 'an advanced approach to patient care' below. At the bottom of the banner, it reads 'IAFF Center of Excellence for Behavioral Health Treatment and Recovery' followed by 'IAFFRecoveryCenter.com | 855.900.8437'.



INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS



IAFF Center of Excellence for Behavioral Health Treatment and Recovery
IAFFRecoveryCenter.com | 855.900.8437

**1 in 5 fire fighters
and paramedics**
will suffer from post-traumatic
stress disorder (PTSD) in their career.*

*Journal of Occupational Health Psychology

RECOVERY IS POSSIBLE — GET HELP NOW

**IAFF Center of Excellence for
Behavioral Health Treatment and Recovery**

(855) 900-8437 | 24/7 CALL CENTER
IAFFRecoveryCenter.com

Exclusively for IAFF members



PTSD AWARENESS DAY
— JUNE 27 —

NOT ALL WOUNDS ARE VISIBLE

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS



What's Our Union Doing For Us?

▶ YOUR DUES GET RESULTS

Bringing Post-Traumatic Stress Out of the Shadows

- Creating critical peer support system for members
- Expanding resources to train members to recognize signs and provide help
- Advancing best practices for addressing post-traumatic stress
- Assessing fire departments to ensure adequate resources for helping members
- Offering online learning to educate members on post-traumatic stress
- Incorporating post-traumatic stress as part of the IAFF/IAFC Wellness-Fitness Initiative

SAVE THE DATE

**Baltimore
Fire Officers
L964 Cookout**

*Food, crabs, drinks, swimming,
games, fellowship, prizes, etc.*

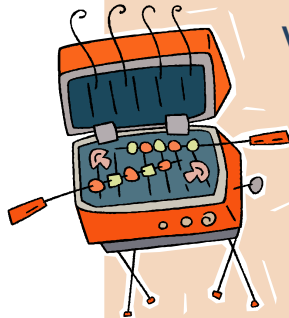
A FUN FAMILY-FRIENDLY EVENT

July 16th 12-6 PM

Valleybrook Country Club
1810 Valleybrook Drive
Kingsville, MD 21087

RSVP to:

Mike Hudson (410)375-5577
David Goldman (410)459-3623



John L. Seiss Memorial Golf Tournament



EAGLE'S NEST
COUNTRY CLUB
12801 STONE HILL RD
PHOENIX, MD 21131

Sept. 5, 2023

***Baltimore Fire Officers
Charitable Foundation***

A 501(c)(3) Corporation

EIN 87-4098796

CONTACT MIKE HUDSON
(410) 375-5577

Why work with a financial advisor

Working with an advisor can help you build a personalized plan around your full financial picture designed to help you pursue multiple goals, grow your wealth, and take care of the people who matter most to you.

The financial planning process includes:

Defining your goals

Understanding your current situation

Identifying the key steps to move forward

Beyond long-term goals like retirement, and shorter-term ones like buying a house, education, or travel, holistic financial planning can also include estate planning, family support, health care, insurance, and charitable giving.

Implement

Financial planning is beneficial only if you implement your plan. A financial advisor can help you choose an appropriate mix of investments, adjust your portfolio over time, and withdraw your savings in a tax-efficient way to help realize your goals.

Manage

Working with an advisor can provide regular check-ins, portfolio reviews, and progress reports. An advisor can also evolve your plan as you prioritize new goals or manage life events.

Financial plan recommendations can be implemented with the advisor of your choosing. Implementation of specific products or services may result in commissions or fees outside of the financial planning fee.

The financial planning checklist:

An advisor can help you get started building a plan to reach your goals.

- Illustrate or discuss your personal and financial goals.
- Assess whether you're on track to meet your goal(s).
- Determine the following:
 - Is your spending and cash flow appropriate?
 - Are your investments aligned with your preferences?
 - How will you manage your investment portfolio?
- Set up regular reviews to help you refine your financial plan when there are changes in your lifestyle and personal situation.



SCAN HERE TO LEARN MORE

The IAFF-FC has established an agreement with MML Investors Services, LLC (MMLIS). The IAFF-FC is not a client of MMLIS, but does endorse MMLIS and its representatives to offer IAFF members financial wellness, information, products, and services. The IAFF-FC is compensated for its endorsement and will receive 20% of any gross commission or fee resulting from an IAFF member's purchase of insurance, investments, or investment advisory services through MMLIS or its representatives. As a result, the IAFF-FC has an incentive to endorse MMLIS and its representatives. The IAFF-FC intends to use a portion of earned commissions or fees to further the IAFF behavioral health and wellness program offerings. Securities products and investment advisory services are offered through representatives of MML Investors Services, LLC (MMLIS), Member SIPC® and a Massachusetts Mutual Life Insurance Company (MassMutual) subsidiary, 1295 State Street, Springfield, MA 01111. CRN202510-3140050





BALTIMORE CITY FIRE DEPARTMENT



WE ARE HIRING!

The Baltimore City Fire Department (BCFD) is a diverse and evolving extension of Baltimore City. As a public service agency, we provide services to the community in Emergency Medical Services (EMS), Fire Suppression, Rescue, Emergency Communications, Fire Prevention, Community Outreach, Education and other services.

POSITION AVAILABLE EMT/FIRE FIGHTER



BENEFITS INCLUDE

- ✓ Medical Insurance
- ✓ Dental & Vision Plan
- ✓ Retirement Plan
- ✓ Sick Leave
- ✓ Vacation Leave
- ✓ Overtime Opportunities
- ✓ Closing Cost Assistance
- ✓ Free Gym Membership
- ✓ and much more...

WWW.FIRE.BALTIMORECITY.GOV |   @BALTIMOREFIRE

Thanks to our photographers for the use of their pictures: Stan “Jaws” Jaworski, Tom Skinner, Michael Hudson, Rusty Fire Chaser Photos and Baltimore Buff. Also, thanks to the IAFF for the stock photos.