



# TEXAS FIRE FIGHTER

*First Quarter 2008*



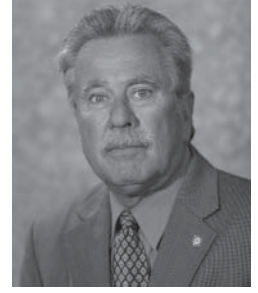
## **From The President Guy Turner**

As I write this, the March 4<sup>th</sup> primaries are still a few days away and the outcome uncertain. However, by the time this issue of the Texas Firefighter reaches you, they will have come and gone. End of story...right? Wrong, now the real work begins.

All across this state, several of our Locals are “gearing up” for the next major battles at home. Of course I’m talking about the municipal elections that, inevitably, affect all of us. Regardless of how each of us view politics, from pensions, to health care, equipment and protective clothing, to salary, the decisions made by elected officials at all levels of government, have a huge impact on our livelihoods.

Another aspect of municipal elections are the other ballot measures that also get considered on election day. Referendums for collective bargaining, civil service, and salary increases are also part of the process. The bottom line is this, the time is now to muster our troops in order to ensure that the rights and benefits we currently enjoy will remain, and hopefully, be improved by your participation in the process. I can assure you the Executive Board and Staff are ready to provide the kind of help you need in accomplishing these goals. I encourage you to please contact our office if you need further assistance.

Lastly, welcome aboard to our new Staff Representative Joe Singer. Joe comes to us from Waco where he served several years as their President and has valuable knowledge that I know will be an asset to our Union. He will be spending a lot of time on the road in the days ahead, sharpening his skills and I’m sure it won’t take him long to get up to speed.



## **From The Secretary/Treasurer Bob York**

By the time you read this newsletter we will be heading to Waco for our Biennial Leadership Conference. We hope all our affiliates will be represented. Service Director Rafael Torres, Chief of Staff Mike Higgins and our new Staff Representative Joe Singer have worked hard to put a great agenda together. This Seminar is most informative and affordable classes offered by your TSAFF.

Make sure you take time to welcome aboard our newest employee, Joe Singer. Joe is from Waco and we know that he is going to be a great asset to our TSAFF Team. While we expect a certain amount of time to bring Joe to full speed, he brings with him a really good knowledge of Civil Service and Collective Bargaining. Joe has spent his entire career working for the Waco Local and we look forward to his tenure with us.

I strongly suggest those attending the IAFF Convention in August make room reservations as soon as you see the notice online or in the mail. In the past a lot of locals had to stay at the back up hotel instead of the host hotel.

We are in contract with the Renaissance Hotel in Richardson for our 2009 TSAFF Convention. The Renaissance is going to be a great venue for our meeting. We have room rates at \$105 per night. Mark your calendars for this event July 12-17, 2009.

For dates for IAFF and TSAFF upcoming events check out [www.tsaff.org](http://www.tsaff.org). Be safe my friends.

Please Welcome Our Newest Locals

*Hillsboro 4604 • Snyder 4623 • Trophy Club 4639*



## From The Chief of Staff *Mike Higgins*

I'd like to use a portion of my Legislative Update space to welcome your new member of the TSAFF staff, Brother Joe Singer. As you know, the delegates of the 40th Biennial Convention in Wichita Falls approved a new full-time position with primary duties in providing hands-on service to locals. Following an extensive search, the TSAFF Executive Board interviewed 5 finalists for the position. Following the interviews, the Board unanimously offered the position to Brother Singer, and he proudly accepted our offer. Recently, Joe retired from the Waco Fire Department with 27 years of service. He served the local as President from 1998 to January of 2008. A few years ago, Joe told me that he wanted the Waco local to petition to call for a referendum to adopt collective bargaining. I did my best to hide my skepticism and sincerely thought that he was nuts. However, I was wrong...the Waco local and other affiliates worked day and night to win their decisive victory. Give Joe some time to "settle in" to his new job, but just because he is the "new" person, do not underestimate his capabilities. He will be based at the TSAFF office in Austin. Welcome aboard, Joe!

By the time this is in your hands, the March 4 primary will come and go. Considering the predicted high voter turnout in the Democratic Primary, it is almost impossible to determine what will happen in many election contests. A poll was conducted in one House District focusing on people who participated in the Republican Primary in 2006. The question was asked as to which Primary these folks would vote in this year. For undisclosed reasons, almost 15% indicated that they would be voting in the Democratic Primary this year. Applied to other districts that usually have a low voter turnout, an influx of new voters will make a big difference. Although we are monitoring over 20 primary elections, two House races have our main focus. These are Representative Kevin Bailey – (D) Houston and Representative Pat Haggerty - (R) El Paso, and both have well financed candidates running against them. In the Haggerty race, Local 51 President Joe Tellez and the members of Local 51 are to be commended. Joe and company have worked hard in the campaign and were there for Haggerty every time they were called.

We will probably need to revisit our presumptive disease law which was passed in 2005. Not only are there still concerns regarding the burden of proof in these worker's compensation cases, there is also concern in respect to treatment options and how filing a worker's compensation affects those options. One case in particular stands out, where a fire fighter contracted cancer and filed a claim under the presumptive law. The fire fighter had been diagnosed and was receiving treatment under the city's health insurance plan. However, when the worker's compensation claim was filed there was a brief period where the health insurance carrier decided to cease paying for the treatment. The worker's compensation carrier promptly denied the claim and with the work of the local and a few city officials, the health insurance carrier began paying for the treatments again. Several months passed while Tom Taylor worked to successfully obtain worker's compensation benefits. This sounds like a good

ending to the story. However the fire fighter had been receiving treatments at MD Anderson Hospital in Houston. They, like several health care facilities, do not accept worker's compensation for cancer treatment. The fire fighter was then forced to utilize local health care resources, who were not equipped to handle treatment of the rare type of cancer. A family member later told me that they were very thankful that we had been able to prevail and obtain worker's compensation for the fire fighter, however considering the restricted treatment options that the situation was actually worse than when the health insurance carried the claim. This is something that we obviously did not foresee.

I would like to thank each of you who have worked in the campaigns of TSAFF endorsed candidates. Without a doubt, this is one of the best tools we have to make and keep good legislative friends. I'd also like to say Thank You to those who are TAFPAC members. Your PAC has grown at an astonishing rate and we appreciate your participation.

## From The Service Director *Rafael Torres*



Many union members have requested union representation at meetings with their superiors, which they feared might result in discipline. City administration often denies representation, claiming that neither a collective bargaining agreement nor any rights regarding representation retained by the Union exist. Some Cities go so far as saying that they do not recognize the Union and therefore are not required to allow representation of a Union member. In my opinion, the City's application of law is incorrect.

It is the Texas State Association of Fire Fighter's position that public employees, like their private sector counterparts, enjoy so-called *Weingarten* rights. *NLRB v. J. Weingarten*, 420 U.S. 251, 95 S. Ct. 959 (1979). The *Weingarten* case involved a private sector employee who, like the firefighter in our scenario, requested union representation at a disciplinary interview. The U.S. Supreme Court concluded that an employee is entitled, upon request, to union representation at an investigatory interview which the employee reasonably fears may lead to disciplinary action. Of course, the NLRA is inapplicable to public sector employees (City Fire fighters), so *Weingarten* does not govern the City's dealings with its fire fighters in disciplinary matters. However, Texas law contains a provision similar to NLRA §7. TEXAS LABOR CODE §101.001 (TLC §101.001) guarantees the right of all persons to "associate and form trade unions and other organizations to protect themselves in their personal labor and their respective employment". Just as *Weingarten* rights are inherent to private sector employees in §7, TLC §101.001 guarantees the right of all employees "to act in concert for mutual aid and protection". Therefore *Weingarten* is by comparison applicable to fire fighters under the cited State statute.

The employee has the right, upon request, to union representation at any investigatory meeting the employee reasonably fears may

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lead to disciplinary action. Note that the employee must request union representation; that the employee's fear that discipline may be imposed must be reasonable; and that the meeting must be investigatory in nature. Where these conditions are met, a fire fighter has the right under TLC §101.001 to a union representative. Under authority of this Act, the Texas 3<sup>rd</sup> Court of Appeals held that public employees are entitled to union representation at an investigatory hearing. This case analogizes TLC §101.001 to NLRA §7. In this regard, the Texas Court specifically cited *Weingarten*. See, Glen et al. vs. Texas State Employees Union No. 13,723 (Tex. App – Austin Sept. 1, 1982) (Not published).

A second state statute, TEXAS GOVERNMENT CODE, §617.005, provides the right of public employees to present grievances concerning their wages, hours of employment, or conditions of work either individually or through a representative that does not claim the right to strike. This section has been interpreted by several courts and Texas Attorney Generals. A few of the more important cases are:

Dallas Independent School District vs. American Federation of State, County, and Municipal Employees (AFSCME) Local #1442, 330 S.W.2d 702; Corpus Christi American Federation of Teachers vs. Corpus Christi Independent School District, 572 S.W.2d 663; Sayre vs. Mullins, 681 S.W.2d 25 and Lubbock Professional Fire Fighter a.k.a. International Association of Fire Fighters, Local 972, and Charles Alexander vs. City of Lubbock and Lubbock Fire Department, 742 S.W.2d 413. In the Lubbock case, the Court held that “the city cannot deny Local 972 the right to represent an aggrieved city employee at any stage of the grievance procedure, so long as the employee designates the local as his representative, and the local does not claim the right to strike”. In this case, both requirements were met. “Thus, the city’s refusal to permit representatives at the “informal” state of the grievance procedures and its refusal to permit Local 972 to provide that representation at every stage violated Chapter 617, Section 617.005, by denying the employee his right to representation.”

Texas Attorney General Opinion(s) H-422 by Attorney General John Hill, JM 177 by Attorney General Jim Mattox and M-77 by Attorney General Crawford Martin each support the right of public employees to be represented during grievance procedures, and this representative may be a labor union that does not claim the right to strike.

The TSAFF asks your local to please contact us if these issues arise. However, DO NOT disobey orders. “Obey first Grieve Later” it is a good philosophy for your local to adopt.

***PAC Membership  
Doesn't Cost It Pays!***

## From The District 5 Vice President Curtis Dunn



The 5<sup>th</sup> Dist is off to a fast start in 2008. The biggest news is the Fort Worth Fire Fighters winning their right to collective bargaining. They have been busy taking classes around the US in preparation for their first contract to be negotiated sometime after October of this year.

I would like to take this time to welcome our two newest locals in the 5<sup>th</sup> District, Hillsboro and Trophy Club. On a similar note I am in the progress of talking with Hurst, Mineral Wells and Watauga about organizing and hope to have them onboard this month.

I would like to thank President Turner for bringing together members from TMRS cities to talk about our future. It is a step in the direction that has been long over looked and even longer over due that we keep all of our member's retirements in the forefront of this board. I only hope in the future we can keep all members informed about the future of each and everyone of their retirement programs.

Mike and Rafael will be in Arlington soon to assist two of our members in a 3<sup>rd</sup> party arbitration. This will mark the first time since we won the right that we will use the system.

I just returned from a meeting in Houston on the Firefighter Cancer Support Network. The meeting was held at the Houston Firefighters association hall and was attended by myself, Sandy McGee and some of the Houston Firefighters board. Michael Dubron who is the founder and a cancer survivor spoke to us about the importance of early detection as well as what his support group can do for us in the TSAFF. Michael will be in attendance in Waco at the Leadership Conference and will present his program to the board and if possible to our members on Tuesday. I urge all of you to try and make the meeting and usher in the movement to bring this great program to Texas. For more information on this please log onto [www.FirefighterCancerSupport.org](http://www.FirefighterCancerSupport.org).

The Alvarado firefighters are trying to have a part in the hiring of a new city manager. President Marrs is very active and knows the importance of being involved in this.

The Southlake Firefighters are joining with the Police Association to try and gain 143. They will be needing help in the future going door to door as well as at the polls. Watch for emails for days and times to help.

I attended a union meeting in Little Elm which had a great turn out, They asked a lot of questions about what the TSAFF has been doing for our members. They are very excited and look forward networking at the Leadership Conference and the IAFF Convention this summer. I urge each and every one of you to come to Waco and Las Vegas to be part of these two very important meetings. It is your future and the future of your members. If you choose not to attend you have no voice in what is being done. I look forward to see you at the end of the month in Waco. Stay safe.



## TCFP Liaison

### Jim Reidy

I'm here sitting at my computer, answering e-mails and phone calls about one of the most controversial NFPA standards to be implemented in quite a while; NFPA 1851; Selection, Care, and Maintenance of Protective Ensembles for Structural Firefighting and Proximity Firefighting 2008 edition (effective June 24, 2007). This new edition of 1851 was adopted automatically by the Fire Commission upon its effective date. It includes the 10 year retirement for all firefighting PPE, more precise safety testing for coat and pant ensembles, and specific training requirements for inspection of PPE ensemble elements. Here's how it all came about.

In the aftermath of the February 15, 1999 fire at a church in Lake Worth, Texas in which three firefighters were killed, Senate Bill 382 (Sept 1, 2001) established various safety requirements; among those, for equipment to comply with the minimum safety standards set by the National Fire Protection Association.

Senate Bill 382 amended the Government Code to require a fire department to purchase, provide, and maintain a complete ensemble of appropriate protective clothing that complies with the minimum standards of the National Fire Protection Association (NFPA) for each of its fire protection personnel (personnel) who would be exposed to hazardous conditions from a fire or other emergencies or where the potential for such exposure exists. The bill required the fire department to develop and maintain a standard operating procedure on the proper use, selection, care, and maintenance of all of the department's protective clothing. The bill provided that the NFPA standard that is applicable to protective clothing was the standard in effect when a fire-fighting agency contracts to purchase the item. The bill required the commission to enforce the provisions of the bill and authorized the Commission to adopt minimum standards consistent with the provisions of the bill and NFPA standards.

At the time 382 was passed there was no NFPA standard for selection, care, and maintenance. A short time later, NFPA came out with the first edition of NFPA 1851. The Commission was required to adopt that 1st edition because it was the NFPA standard that complies with the government code section to "*maintain a complete ensemble of appropriate protective clothing that complies with the minimum standards of the National Fire Protection Association (NFPA) for each of its fire protection personnel (personnel) who would be exposed to hazardous conditions from a fire or other emergencies or where the potential for such exposure exists.*" As a result of that adoption by the Commission the following language now appears in the TCFP standards:

*...The National Fire Protection Association standard applicable to protective clothing is the standard in effect at the time the entity contracts for new, rebuilt, or used protective clothing; and (3) maintain and provide upon request by the commission, a departmental standard operating procedure regarding the use, selection, care, and maintenance of protective clothing which complies with NFPA 1851, Standard on Selection, Care, and*

#### *Maintenance of Structural Fire Fighting Protective Ensembles.*

The wisdom of the legislature was clear, enable firefighters to be covered by nationally recognized safety standards that update and improve along with technology and advancements; and also directly apply to our health and safety on (and off) the job. The updated NFPA 1851 does just that. So from June of 07 forward the Fire Commission must implement the new version of 1851 as it is written. From June of 07 going backwards The Fire Fighter Advisory Committee has sent language to the Commission recommending all the stipulations in the new 1851 be adhered to with the exception of the 10 year retirement rule for PPE. The PPE must however pass all the yearly safety/performance tests in the new 1851. This will enable departments to project budget for the 10 year retirement mandate while complying with the important safety testing for our bunker gear.

All in all, you can be assured that the TSAFF is looking out for your best interests. Be it passing legislation or safeguarding and defending existing language that promotes and protects our health and safety; we are all in it together and have the same vested interest in a safe, healthy career and a long, healthy, leisurely retirement.

## Emergency Relief & Scholarship Fund

### Michael Anderson

#### Answer the Alarm:

We are coming off of the most successful year ever for Answer the Alarm. Plates and plaques have been mailed out to the participating locals for 2007. A new year is here. Now is the time for YOUR local to Answer the Alarm. Encourage your members to contribute at one of the three levels:

|                       |                         |
|-----------------------|-------------------------|
| 1 <sup>st</sup> Alarm | \$1 per member per year |
| 2 <sup>nd</sup> Alarm | \$2 per member per year |
| 3 <sup>rd</sup> Alarm | \$3 per member per year |

#### Professional Firefighter License Plate:

TXDOT has changed the application for professional license plates. It can be found on our website [www.tsaff.org](http://www.tsaff.org) under professional license plate tab. The process has changed and the application is now processed with your local County Tax-Assessor's Office. You can still send it in to the TSAFF office to process, along with the additional \$10 donation (total \$40).

#### Scholarship:

Each year the Board of Directors awards Ten (10) \$1000 scholarships to children of TSAFF members. The deadline for application for the 2008-2009 school year scholarships is fast approaching. The DEADLINE is APRIL 15<sup>th</sup>. Please encourage your members to have their graduating seniors get there application in now. Go to [www.tsaff.org](http://www.tsaff.org) to download the application.



## From The 11th District Vice President *Sandy McGhee*

Firefighters sometimes ask question, 'what does the union do for me?' The answer to that question seems simple enough but it really isn't so simple. When we think of our International Union and what it brings to the table we have to look at where we have come from as firefighters in the American Fire Service. In 1918 when the IAFF was organized firefighters often worked seven days a week with little or no time off. Our jobs were often the result of political patronage which means when the local politicians changed so did firefighter jobs. In those days safety equipment was unheard of and most certainly firefighters did not have the kind of equipment and gear we enjoy today. From the day we became organized as a union the IAFF has worked tirelessly on behalf of the professional firefighter. The IAFF is and has been on the forefront of all the major advancements made in our profession. From the development of SCBA, being the driving force on NFPA committees that set national standards, working to improve fire apparatus and fire station equipment, to developing the tools necessary to help make local union officers successful, the IAFF is a major player. I believe our history and our success as an organization has proven the founding principles of our union, organize the profession, promote a safe working environment, and secure just compensation. These principles have stood the test of time.

The IAFF is committed to protecting firefighters and their families. Firefighter safety is always at the forefront of everything that we do. That's why the IAFF pushed for and achieved National Institute of Safety and Health (NIOSH) investigations of firefighter fatalities and serious injury incidents. The IAFF has developed a state of the art Geographic Information System (GIS) service to evaluate fire and EMS response, analyze station locations, provide staffing studies, and develop EMS integration plans. This program along with many others is in place in an effort to assist local unions facing the challenges of the modern day 'do more with less' mentality that many local governments have adopted. When local elected leaders want to adjust their budgets on the backs of professional firefighters the IAFF has the tools and expertise in place to assist the local union with information and analysis that often times changes the assault on our livelihood. Whatever the need of a local affiliate, the IAFF is there.

The IAFF is involved in every issue that affects the life and family of the Professional Firefighter. From job safety to politics, from labor issues to the IAFF Financial Corporation, and From Haz-Mat and WMD training to developing the next generation of bunker clothing and SCBA through Project HEROES the IAFF is leading the way. Take a look at [www.iaff.org](http://www.iaff.org) and you will see a web site that is constantly updated to bring fresh information about events happening around the country as well as relevant information for union members. On the web site you'll see information about the HELPS legislation the IAFF was successful in passing that allows retired firefighters to use tax-free up to \$3000 to help pay medical insurance premiums or long term health care premiums. Probably a forgotten fact but the IAFF wrote the legislation in 1977 that created

section 457 of the Internal Revenue Code and allowed firefighters to participate in Deferred Compensation programs. That legislation went into effect in 1979 and every firefighter that enjoys the benefits of their own deferred compensation program does so because our union lobbied that legislation.

I could go on and on about 'what does the union do for me'. Perhaps the most important aspect about being a union member is this, there is strength in numbers and being organized and affiliated is the key to success. Stay strong. Stay safe. Stay union proud!

## Auxiliary News

### *Joan Dubiel, AIAFF President*

I want to send a BIG welcome to Garland, TX. They are our newest auxiliary in Texas. I want to thank the Garland Local for their support and help they showed to get this group organized and on their way. I know your auxiliary will strengthen your Local and aid you in your work in the community.

Auxiliaries how can they help your local? A well organized auxiliary can give the spouses in your local an opportunity to be associated with the other firefighter families. Many spouses are already involved in the communities and with their help you can reach more citizens. They have talents that can aid your work in the communities.

Auxiliaries will work and grow with the support of the Locals. Please feel free to contact me any time with questions. If you need an organizational packet or need help getting started I'm always available don't hesitate to call me.

Auxiliary members please look at your graduating children and apply for the scholarship at the AIAFF. We want to help all our auxiliary children.

I want to encourage all auxiliaries to look at your calendars and plan for the August convention week. I want to encourage each auxiliary to find a way to send delegates to represent your auxiliary. It is your chance to meet and learn and help us move the AIAFF forward. Your Executive Board has been busy daily making plans that will make this week an enjoyable and interesting time for all. If you can not attend please still submit your reports and nominate a Member of the Year. Each auxiliary is very important to us and we need you represented. Look over the newsletters and mailings as you are updated about convention in Vegas.

Hope to see many of you with us!

*TSAFF Supports  
our Auxiliary!*

## WHO WE ARE

### **TSAFF HISTORY**

The Texas State Association of Fire Fighters was established in 1938 and it is Texas's only professional, career fire fighters organization, representing over 14,500 fire fighter members and 155 affiliate locals. We are affiliated with the International Association of Fire Fighters (IAFF).

### **TSAFF Mission**

The TSAFF Constitution and by-laws state that: "the objectives of this Association shall be to unify Texas Professional Fire Fighters, to promote their interest, to pass legislation in their behalf, defeat legislation harmful to them, to provide necessary services to member locals and to establish the right of every Texas Professional Fire Fighter to bargain collectively and work under a contract."

Our Constitution also states that: "This organization shall be non-partisan and shall not be used for the dissemination of partisan principles." Considering this mandate, it is the policy of the TSAFF to support Legislators and other elected officials who listen to our needs; and, who take appropriate action which is favorable to our members – regardless of political party. The TSAFF does not get involved in issues which do not relate to your employment or benefits as fire fighters. An elected official's vote or point of view on the rights and benefits of professional fire fighters are the only consideration used in supporting or not supporting politicians.

In addition, being bound by the International Association of Fire Fighters Constitution and by-laws, the TSAFF and the IAFF jointly exist to: "organize all full-time fire fighters; to secure just compensation for their services and equitable settlement of their grievances; to promote as safe and healthy a working environment for fire fighters and emergency medical or rescue workers as is possible through modern technology; to promote just and reasonable working conditions; to place the members on a higher plane of skill and efficiency; and to promote harmonious relations between fire fighters and their employers."

### **TSAFF Operations**

Every two years, delegates from over 155 locals in Texas meet at a convention to decide the goals and objectives and to elect officers of the TSAFF for the following two years. Members submit resolutions to change the constitution and by-laws or policies of the TSAFF. These ideas are debated and then voted on. The officers of the TSAFF include President Guy Turner, Secretary-Treasurer Bob York, District 1 VP Steve Holland, District 2 VP Jeff Dillon, District 3 VP Carlos Torres, District 4 VP Darrell Gonzales, District 5 VP Curtis Dunn, and three Trustees, Zone A Trustee JR Sullivan, Zone B Trustee Doug Dickerson and Zone C Trustee Mike Perez. These individuals direct and oversee the operation of the TSAFF between conventions.

In addition to the members of the executive board, many other individuals provide services to assist the TSAFF in accomplishing its objectives. Legal Counsel is provided by B. Craig Deats, our Chief of Staff is Mike Higgins, our Service Director is Rafael Torres, Staff Representative Joe Singer, our Assistant to the Secretary/Treasurer is Liz Wright, and our Office Administrative Assistant is Cindy Gonzales.

### **TSAFF Facilities**

The TSAFF Headquarters is located in Austin at 627 Radam Lane.

### **TSAFF Dues & Revenue**

The dues for each member of the TSAFF are \$4.95 per month. Other revenues are derived from fund-raising activities, interest on investments and registration fees for conferences and conventions.

## TSAFF ENDORSED SERVICES

### **MOUNTAIN STATE UNIVERSITY**

<http://www.mountainstate.edu/tsaff/>

Bachelor of Science in Organizational Leadership

- Transfer up to 54 credits from fire fighter training toward your degree
- Complete the 48-hour major online with a 20 percent tuition discount for Texas State Association of Fire Fighters members and spouses.
- Transfer up to 80 credit hours into the program by combining qualifying training credit, prior learning credit, and college transfer credit at no cost.
- Fire fighter certifications may also count toward fulfillment of University general education requirements.
- Financial aid is available to qualifying students.

### **BYRD CAPITAL**

<http://www.successfuldrop.com/index.asp?tohome=yes>

SuccessfulDROP.com is a highly specialized web site created specifically to assist retiring firefighters and their families.

Over 90% of the educational content on the site comes directly from the suggestions and requests of individuals just like you.

This extraordinarily unique site is divided into 2 distinct sections: EDUCATION CENTER and the INVESTMENT PROGRAM SECTION.

Thank you in advance for your comments.

John Byrd

President, BCMA, Inc.

Founder, Retired Firefighters Investment Program

### **ALEXANDER FINANCIAL MANAGEMENT**

<http://www.ffdrop.com/alexanderfinancialmanagement.aspx>

**Steve Alexander** founded the original core company that was later to become Alexander Financial Management. He has worked in municipal government for seventeen years, first as a police officer and later as a six-term city councilman. Steve has served as a board member on the Texas Municipal League and is a former Mayor Pro-Tem. His extensive background in public service gives him a unique understanding of the public retirement systems of Texas.

**Joe Alexander** is a thirty-year veteran of the corporate and small-business arenas. After graduating from Texas Tech, he enjoyed successful careers in both the aviation and automotive fields before moving on to pursue private business interests. Joe is active in numerous civic and charitable causes and brings a wealth of knowledge in the areas of business leadership, marketing management and consumer finance to the organization.

### **GALLS**

<http://www.galls.com/TSAFF/index.html>

Texas State Association of Firefighters

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### Attention Texas State Association of Fire Fighters



Fire Fighter Professionals will receive up to \$10,000 in design center options OR up to \$5,000 in closing costs. The discount is determined by the base price of the home.

In addition, a \$1,000 donation will be made to the Texas State Fire Fighter Emergency Relief and Scholarship Inc.

Please contact Anna M. Hernandez, Community Partnership Program Manager, for complete details on the Program. 512-343-3217 or [Ahermand@Ryland.com](mailto:Ahermand@Ryland.com)

*This is just our way of saying... "thank you" for all you do!*

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to  
Community



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# T A F F A C

## PLATINUM

**TSAFF EXECUTIVE BOARD & TRUSTEES** - Guy Turner, Bob York, Steve Holland, Jeff Dillon, Carlos Torres, Darrell Gonzales, Curtis Dunn, J.R. Sullivan, Doug Dickerson, Mike Perez

**TSAFF STAFF** - Steve Bresnen, Craig Deats, Cindy Gonzales, Mike Higgins, Joe Singer, Rafael Torres, Liz Wright

**IAFF** - Louis Hebert, Sandy McGhee, Ernest Mass

**ABILENE 1044** - Gary Cheek, Kevin Johnson

**ALLEN 3453** - Greg Truitt

**AMARILLO 542** - Randy Adams, Kevin McLeland, Frank Watts, James Williams

**ARLINGTON 1329** - Christopher Balough, Troy Brooks, David Crow, Christopher Ivie, James Studer, Steve Voltmann

**AUSTIN 975** - Cliff Alexander, Brad Ballard, Mikel Borg, Tom Dodds, Books Frederick, Terry Hill, Erick Pederson, Greg Powers, Mike Sullivan

**AZLE 3627** - Steve Lemming

**BALCH SPRINGS 3147** - Matt Ballard, Blake McCollom

**BAYTOWN 1173** - Victor Medrano

**BEAUMONT 399** - Michael Drury, William Cheshire, Ryan Jones, Larry Keith, Galen Key, Mike Minton, Donald Schroeder

**BIG SPRING 2922** - Nolan Beall, Paul Brown, Cecil Cevallos

**BROWNWOOD 2863** - Dennis Carroll

**CARROLLTON 2182** - Billy Craft, Steve Keller, Watson Kohankie, Gregg Salmi

**CONROE 2731** - John Riddle

**COPPELL 3178** - Chris Holland, Matthew Uppole

**CORPUS CHRISTI 936** - Steven DeLeon, Charles Lacroix

**DALLAS 58** - Michael Buehler, Roger Chumley, Gary Edge, Roy Ferguson, David Gibson, Don Greene, John Keck, Reuben Millsaps, Skye Peterson, Robert Russ, Bryant Tillery, Darryl Wachsmann

**DENTON 1291** - Jason Ballard, Mike Bardwell, David Becker, Lonny Britten, Charles Dillard, Brian Glenn, Ken Gold, Mike Holdsclaw, Mark Klingele, Luke Scholl, Mike Tucker, Eddie Woodruff

**EL PASO 51** - John Concha, Steven Dieter, Earl Hayden, George Nieto, Lalo Rodela, Tavo Vidal

**ENNIS 3320** - Brian Emler

**FOREST HILL 3474** - Christopher Suprun

**FORT WORTH 440** - James Ashlock, Benjamin Brackett, Joe Crawford, David Dodson, RJ Forester, Rob Gibson, Michael Glynn, Gordon Hunt, Jacob Jaggears, Frederick Jandrucko, Tim Johns, Donald Johnson, John Jones, David Laminack, Gary Lee, William MacQueenette, Chris Mashburn, Jesse Medina, Ronald Mills, Andre Milton, James Nored, Jay Peacock, David Peterson, Ray Russell, Chesley Sanders, Jerry Stafford, Landon Stallings, Shawn Stauffer, Kevin Tarlton, Jim Tate, William Thompson, Pat Vasquez, Mike Walters, Chad Ward, Don Westmoreland

**FRISCO 3732** - Brian Kriss

**GALVESTON 571** - David Baker, Jens Jenson, Charles Olsen

**GARLAND 1293** - David Gott, Paul Henley, David Holcombe, Chad Purcell

**GEORGETOWN 3991** - Russel Lawhorn

**HARLINGEN 3404** - Eduardo Alvarez

**HUDSON BEND 4117** - Patrick Brown, Ted Harris, Glenn Trubee

**IRVING 2073** - Grant Blake, Joseph Kowal

**KELLER 3731** - Alan Jacobs, David Jones

**KERRVILLE 3230** - Eric Secrest

**LANCASTER 3164** - Rick Budjenska

**LIVE OAK 4098** - Robert Meade

**LONGVIEW 4331** - Billy Hodge

**LUBBOCK 972** - Mark Belcher, Cody Buck, Kyle Christian, Tommy Davis, Rusty Eberle, Shaun Fogerson, Chad Ford, Daniel Garvin, Jason Henry, Kevin Ivey, Richard Jones, Todd Jordan, Clint Morris, Ricky Murphy, Dustin Provence, Barry Ross, Wayne Sarchet, Brent Smith, Doug Smith, Layne Stanford, Jack Todd, Jay Watson, Rodney Westfall, Nick Wilson, Steve Yocham

**McKINNEY 4017** - George Cook, Steve Dorris, Keri Price-Grant  
**MESQUITE 1518** - Tandy Boroughs, Billy Petty, Gary Ward, Gene Zwillenberg

**MISSION 3609** - Joey Flores, Mike Silva

**NEDERLAND 3339** - Terry Morton

**NEW BRAUNFELS 3845** - Matt Bushnell, Rick Edwards

**PAMPA 3293** - Craig Harkcom

**PANTEX I-1117** - Tim Potter

**PARIS 576** - Dale Reed

**PFLUGERVILLE 4137** - Michael Anderson, Sean Dreas, Greg Monroe, Nick Perkins, David Rodriguez, Adam Tabor

**PLANO 2149** - Monte Allred, Greg Beck, Troy Berry, Dan Burks, Anthony DiMarco, David Edwards, Richie Floyd, Laddin Gillespie, Eric Goldberg, James Harris, Chris Jefferson, Nicholas Kalina, Scott Kerr, Clayton Lane, Chris LaRue, Vance McCauley, Samuel McDonald, Mark McKown, Chris Mougia, Matthew Nichter, Eddie Ramon, Matthew Sutphin, Brian Trammell, Mike Waterstradt, Brandon Whitney

**SAGINAW 3812** - Paul Burns

**SAN ANGELO 886** - Bubba Barnett, Walter Stevens, Donald White

**SAN ANTONIO 624** - Isaac Alvarado, Joe Arrimbide, Joe Arrington, Maurice Braimer, Joseph Castaneda, Carlos Cordell, Jesse Davila, Anthony De La O, Chance Escamilla, Mark Ford, Joshua Frandsen, Rick Garcia, Brian Guerrero, Jack Hardy, Roland Hernandez, Alvaro Herrera, Jeremiah Heye, Rene Lopez, John Lowry, Jeffrey Mata, Richard McDowell, Gene Mireles, Mark Moody, John Moore, Hector Morales, James Naelelin, Jason Neeper, Denis Parks, Ralph Perez, Charlie Pineda, James Pressen, Jason Randle, Brad Reichert, Jim Reidy, Jesse Rodriguez, Robert Ruiz, Randy Ruston, Christopher Salsedo, Robert Santana, Edie Santoyo, Armando Saucedo, Kevin Scott, John Spencer, Jose Trevino, Jesse Trevino, Maria Villareal, Paul Villareal, Donald Wagoner, Thomas Weed, Ed Willborn, Byron Williams, Rudy Zuniga

**SAN MARCOS 3963** - James Frye

**SCHERTZ 4083** - Leon Sposari

**SWEETWATER 2943** - Allan Waddell

**TEMPLE 846** - Ron Stewart

**TYLER 883** - Steve Countryman, Morgan Herron, Michael Mueck, Hector Nunez, Les Schminkey

**VILLAGE 3921** - John Green

**WACO 478** - Chris Ballew, Louis Bittle, Shane Bivens, Neil Cummings, Billy Eary, David Golden, Mike Lenart, Adam Mary, Jimmie Maupin, Chad Moegelin, Jessie Smith, Steve Tull, John Villanueva

**WICHITA FALLS 432** - Craig Berend, Jim Davis, Mark Dora, Chris Duncan, Nick Hillner, Donald Hughes, Tony Miser, Keith Morton, Barry Nichols, Bill Weske, Bobby Whiteley, Steve Wilkinson, Ray Wood

### NON-AFFILIATE

**CHARLOTTESVILLE 2363** - Robert Bragg

**HOUSTON 341** - Johnny Villarreal

**OKLAHOMA A35** - Billy Hubbard

**OTHER CONTRIBUTORS** - Laurie Petty

**RETIRED FIRE FIGHTERS** - Benny Simons

**G O L D**

**AUSTIN 975** - David Belknap, Lisa Watts-Madolora  
**COPPELL 3178** - David White  
**DFW 4221** - Terry Wisdon  
**DUNCANVILLE 2999** - Gregg Beverly  
**FORT WORTH 440** - Tony Blythe, Craig Bope, Chris Cavanaugh, Billy Hughes, Steve Walker, Jerry Webb  
**FRISCO** - Michael Summers  
**LUBBOCK 972** - Jay Forester, Mark Hampton, Randy Lammons, Steve Nelson, Cody Nelson, Nick Powell, Andrew Smith  
**McKINNEY 4017** - James Baroni  
**NRH 3885** - Jeff Smith  
**PFLUGERVILLE 4137** - Heath Doyle, Carl Fowner  
**OTHER CONTRIBUTORS** - Marcel Pajuelo-Schwartz

**S I L V E R**

**AUSTIN 975** - William Brooks, Mickey Pike  
**FORT WORTH 440** - William Cadman, Jeff Dewitt  
**LUBBOCK 972** - Mario Oguin, Carl Owen, Craig Phillips Jack Watkins, Jay Williams  
**PFLUGERVILLE 4137** - Ram Beck, Brian Lucas, Danny Timmons  
**SAN ANGELO 886** - Max Childress, Johnny Fisher, Wade Miller  
**TEXAS CITY** - David Zacherl

**B R O N Z E**

**AMARILLO 542** - Alan Teague  
**AUSTIN 975** - Larry Bosenbark, Lynn Eichler  
**BEAUMONT 399** - James Sikes  
**BRYAN 1204** - Todd Mack  
**DALLAS 58** - Scott Clumpner  
**FORT WORTH 440** - Jerry Bays, Dana Bolton, Mark Davidson, Kenny Dean, Justin Forbes, Brad Fowler, Michael James, Joe Jones, Nick McDowell, Paul Rider, Kyle ShortJames White, Ryan Zelanzy  
**GALVESTON 571** - John Cross  
**KELLER 3731** - Gilbert Caldwell  
**LUBBOCK 972** - Warren Britt, Brandon Caldwell, Tim Distel, Steve Elliot, Brian Faz, Mike Haney, Dusty Harris, Gordon Haynes, Jeff Isom, Eddie Kirkpatrick, Richard McDonough, Wade McDowell, Matt McGinnis, Monty Parkinson, Kris Paschall, Marling Phillips, Mitchell Simpson, Travis Smith, Chris Staudt, Bill Thomas, Ryler Wood  
**NRH 3885** - Daniel Gannon  
**PANTEX I-1117** - Vance Robinson  
**PFLUGERVILLE 4137** - Charles Garner, Justin Trantham  
**SAN ANGELO 886** - Scott Buchanan, Vernon Hancock, CJ Naylor  
**WACO 478** - Marcos Lozano

**T A F P A C M E M B E R**

**AUSTIN 975** - Daniel Herman, Leopoldo Rios  
**BEAUMONT 399** - Harold Felps  
**LUBBOCK 972** - Ricky Billings, Cory Buck, Steve Cook, Mel Craft, Chris Draper, Roger Jeffcoat, Jason Mathews, Mark Miller, Chris Osborne, Johnny Parkinson, Phil Tilson, Monty Vinyard, Richard McDonough  
**MIDLAND 4405** - Kenneth Collins  
**PFLUGERVILLE 4137** - David Randazzo

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**Texas State Association of Fire Fighters**  
**627 Radam Lane**  
**Austin, Texas 78745**  
**(512)326-5050**  
**FAX (512)326-5040**

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 Doug Dickerson, Zone B Trustee  
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Denny Burris, Dallas Fire Department

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 Rafael Torres, Service Director  
 Joe Singer, Staff Representative  
 Liz Wright, Assistant to Secretary/Treasurer  
 Cindy Gonzales, Administrative Assistant &  
 Assistant Editor of the *Texas Fire Fighter*  
 Craig Deats, General Counsel

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 Representative, Auxiliary and Retired Fire Fighters**

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 Larry Keith, President Emeritus  
 Alton Bostick, Secretary/Treasurer Emeritus  
 Tommy Lowry, Vice President Emeritus  
 Morgan Herron, Vice President Emeritus  
 Ed Willborn, Vice President Emeritus  
 Reuben Millsaps, Trustee Emeritus  
 Buddy Mass, IAFF Vice President Emeritus  
 Louis Hebert, IAFF Staff Representative for Life  
 Harold A.Schaitberger, IAFF General President  
 Vincent J. Bollon, IAFF General Secretary/Treasurer  
 Sandy McGhee, IAFF District 11 Vice President  
 Joe Tellez, IAFF District Field Service Representative  
 Joan Dubiel, President Auxiliary to the IAFF  
 Beth Nichols, President Auxiliary to the TSAFF  
 Joan Dubiel, Secretary/Treasurer Auxiliary to the TSAFF  
 Benny Simmons, Retired Fire Fighters President  
 Cullen Cox, Retired Fire Fighters Secretary/Treasurer

**Special Appointments**

|                                     |                |
|-------------------------------------|----------------|
| Funds Allocation Advisory Committee | Lalo Rodela    |
|                                     | Carlos Torres  |
| TCFP Liaison                        | Jim Reidy      |
| EMS Liaison                         | Billy Petty    |
| Human Relations Liaison             | Marco Longoria |
| Pension Liaison                     | Keith Morton   |

**Day Representatives**

|                |                  |
|----------------|------------------|
| Guy Turner     | Bob York         |
| Steve Holland  | Jeff Dillon      |
| Carlos Torres  | Darrell Gonzales |
| Curtis Dunn    | Tom Taylor       |
| Marco Longoria |                  |

*Texas State Association of Fire Fighters*  
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## *Calendar of Events*

*A listing of international, national and regional events. Dates of events are subject to change.*

| <b><u>Date</u></b>     | <b><u>Event</u></b>                         | <b><u>Location</u></b> |
|------------------------|---|------------------------|
| April 1-3, 2008        | TSAFF Leadership Conference                 | Waco, TX               |
| May 12-15, 2008        | IAFF MG Spring Ride                         | Fayetteville, AR       |
| June 24-27, 2008       | Western States Conference                   | Reno, NV               |
| July 9, 2008           | IAFF 11th District Caucus                   | Irving, TX             |
| August 10-15, 2008     | IAFF Convention                             | Las Vegas, NV          |
| August 30-Sept 7, 2008 | Buddy Mass Freedom Ride                     | Pensacola, FL          |
| October 2-5, 2008      | IAFF MG Fall Ride                           | Marble Falls, TX       |
| October 7-9, 2008      | TSAFF Service Training                      | Austin, TX             |
| October 28-30, 2008    | TSAFF Service Training                      | Austin, TX             |
| December 3, 2008       | TSAFF Executive Board Meeting               | Austin, TX             |
| December 4, 2008       | TSAFF "Jack Bostick" Legislative Convention | Austin, TX             |
| January 14, 2009       | TSAFF Executive Board Meeting               | Austin, TX             |
| April 6-7, 2009        | TSAFF Trustee Meeting                       | Richardson, TX         |
| April 8-9, 2009        | TSAFF Executive Board Meeting               | Richardson, TX         |
| July 12-17, 2009       | TSAFF 41st Biennial Convention              | Richardson, TX         |