

TEXAS

FIRE FIGHTER

4th Quarter 2021 | www.TSAFF.org

RISING UP

*Texas fire fighters adapt to pandemic,
look to build momentum*

Page 09

Statewide News

Page 07

District Reports

Page 17

*Q&A with TSAFF's
Liz Wright*

Page 12



The Texas Fire Fighter Magazine

Editor - Brandon Day

Assistant Editor - Cindy Gonzales

Communications Director - Erin Powers

Produced by:

Texas State Association of Fire Fighters

1106 Lavaca Street, Suite 100

Austin, Texas 78701

(512) 326-5050

FAX (512) 326-5040

Cover photo: Firefighter James Shannon of The Woodlands L-3846.



Michael Kuper of Fort Worth L-440 at the opening of the 47th TSAFF Biennial Convention.

TSAFF Executive Board

John Riddle, President

Brandon Day, Secretary / Treasurer

Bobby Whiteley, District 1 Vice President

Beau Simpson, District 2 Vice President

Aidan Alvarado, District 3 Vice President

Mark Medrano, District 4 Vice President

Pedro "Pete" Martinez, District 5 Vice President

Patrick M. "Marty" Lancton, District 6 Vice President

TSAFF Trustees

Michael Glynn, Zone A Trustee

Bill Crews, Zone B Trustee

Mike Silva, Zone C Trustee

TSAFF Chaplain

Chris Hale

TSAFF Staff

Matt Bachop, General Counsel

Glenn Deshields, Legislative Director

Chase Fruge, Deputy Legislative Director

Cindy Gonzales, Administrative Assistant

Erin Powers, Communications Director

Rafael Torres, Service Director

Liz Wright, Assistant to Secretary / Treasurer

TSAFF Emeritus Officers, IAFF Officers and Representative and Retired Fire Fighters

Don Greene, President Emeritus

Larry Keith, President Emeritus

Alton Bostick, Secretary / Treasurer Emeritus

J.R. Sullivan, Secretary / Treasurer Emeritus

Bob York, Secretary / Treasurer Emeritus

Curtis Dunn / Vice President Emeritus

Morgan Herron, Vice President Emeritus

Darrell Gonzales, Vice President Emeritus

Steve Holland, Vice President Emeritus

Reuben Millsaps, Trustee Emeritus

Doug Dickerson, Trustee Emeritus

Denny Burris, Chaplain Emeritus

Edward A. Kelly, IAFF General President

Frank V. Lima, IAFF General Secretary / Treasurer

Sandy McGhee, IAFF District 11 Vice President

Buddy Mass, IAFF Vice President Emeritus

Louis Hebert, IAFF Staff Representative for Life

Joe Tellez, IAFF District Field Service Representative

Daniel Calhoun, IAFF District Service Representative

Daniel Buford, IAFF District Service Representative

Brandon Day, IAFF District Service Representative

Braden Frame, IAFF District Service Representative

Michael Glynn, IAFF District Service Representative

Mark Medrano, IAFF District Service Representative

John Riddle, IAFF District Service Representative

James R. Tate, IAFF District Service Representative

Rafael Torres, IAFF District Service Representative

Carlos Torres, Retired Fire Fighters President

Dean Gutierrez, Retired Fire Fighters Secretary / Treasurer

Special Appointments

TLFFRA Liaison - Albert Chapa

TMRS Liaison - David Riggs

District Legislative Agents - Lloyd Sandefer, Tyler Houchin,

Mike Jones, Brad McCutcheon, Mike Silva, Jack Todd,

Jonathan Wilson, Joaquin Criner

District Field Service Representatives - Mathew Baker,

Marc Clifford, Jimmy Hall, Leo Mendoza, Trey Wells, Scott

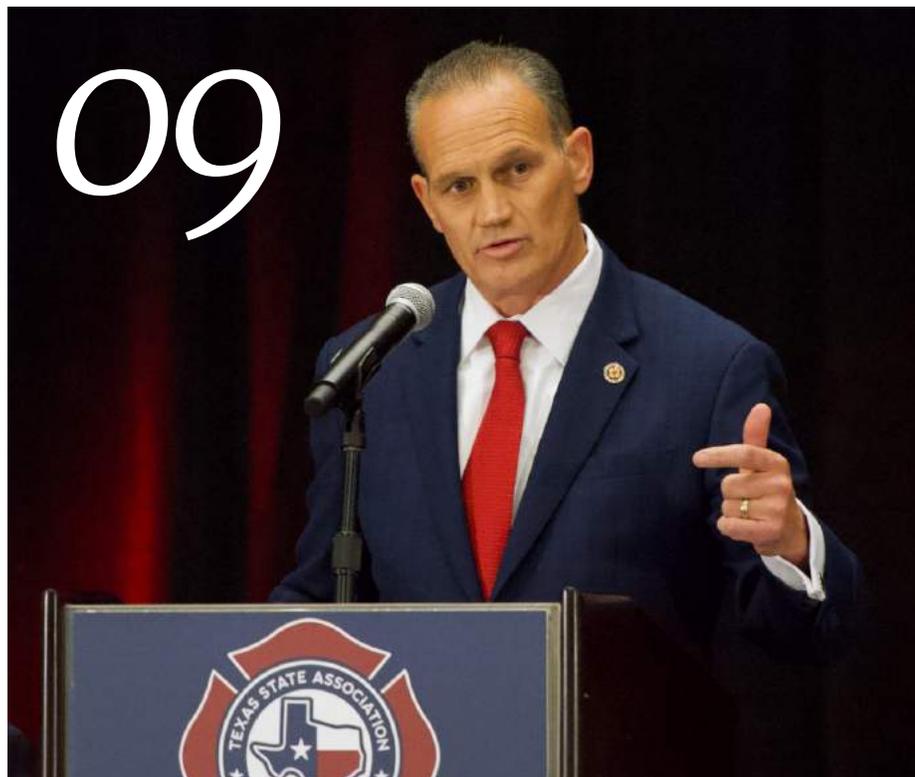
Robertson

Health and Safety Committee - James Younger, chair, Leo

Mendoza, Daniel Buford, Chris Conner, Luke Manion, Chris Wilson

In this Issue

Featured



TSAFF 47th Biennial Convention

IAFF General Secretary-Treasurer Frank Lima addressed delegates and guests



Strange Times at the Capitol

TSAFF's Glenn Deshields assesses impact of 87th Legislative Session

Reports

- 05** From the President
John Riddle
- 06** From the Editor
Brandon Day
- 07** Statewide News
of TSAFF Members
- 17** District 1 Report
Bobby Whiteley
- 18** District 2 Report
Beau Simpson
- 20** District 4 Report
Mark Medrano
- 22** District 5 Report
Pedro "Pete" Martinez
- 23** Legislative Report
Glenn Deshields
- 24** Political Report
Chase Fruge
- 25** Service Report
Rafael Torres
- 26** Health and Safety Report
James Younger
- 27** IAFF 11th District
R.L. "Sandy" McGhee, III
- 28** Guest Commentary
Allyson Rushing

CUSTOM LOGO WORK GLOVES

We are a Texas firefighter-owned business. We know your hands are vital to your work and must be protected. You can count on our customized all-purpose work gloves – on and off the job. Our long-lasting products will serve you well and help you show off that department and company pride! More information is available at www.kewellwerkdesigns.com.

THESE GLOVES ARE GREAT FOR:

- Crew Christmas gifts
- Recognition of outstanding work
- Safety awards
- Milestone achievement and appreciation
- General safety-issued gear
- Gifts for family and friends



LEATHER GLOVES

- EN 388 Cut Level 5 liner in palm (cut and abrasion resistant)
- Kevlar stitching
- Reinforced fingertips
- Top-of-the-hand fire-resistant cotton
- Customized with your logo
- \$35 (volume discounts available)

MECHANIC TOUCH GLOVES

- Available in red, black and blue
- Touch-screen capabilities in the fingers
- Customized with your logo
- Sizes: small-3XL
- \$25 (volume discounts available)



**KEWELL WERK
DESIGNS**

Innovation combining the next level of company pride with function on the job

WWW.KEWELLWERKDESIGNS.COM

CONTACT: Mack Newell at bunkerman10@yahoo.com or 832.656.3788

[f](https://www.facebook.com/kewellwerkdesigns)@kewellwerkdesigns [t](https://twitter.com/kewellwerkdesi1)@kewellwerkdesi1 [i](https://www.instagram.com/kewellwerkdesigns)@kewellwerkdesigns

From the President

A Point of Personal Privilege:

A Perspective on COVID-19 Vaccinations

President

John Riddle

The phone call I had long expected from a TSAFF member came recently. With the call came the question: Could Texas fire fighters be punished by their employers for refusing a COVID-19 vaccine?

I'll share the perspective of our legal counsel, Matt Bachop, in a moment, but before I do, I ask you to consider the wider consequences of this evolving fire service issue.

First, a disclosure: While I am president of TSAFF, this commentary is not the result of an executive board decision. There was no vote or special meeting. Please think of this commentary, instead, as a point of personal privilege.

As fire fighters in Texas and other places around the nation reject vaccines (and masking guidelines in some places), I'm concerned. While divisive vaccine politics and blame games bother me, I'm more worried about the health of our 18,000 TSAFF-affiliate sisters and brothers in the fire service around Texas.

As I write this, 14 of the 74 IAFF members that have died from line-of-duty COVID are from Texas. Texas fire fighters and their families are paying a terrible toll in the pandemic. Fire fighters have been hospitalized to fight for their lives. Knowing how our fallen members and their families have suffered, I cannot stay silent any longer.

If you are not vaccinated, please consider doing so today. I appreciate vaccine skepticism in the public safety sector, but I hope you will rely on independent sources of information, not just television and radio commentators, some of which promote dissent, but were themselves first in line for shots.

For Texas fire fighters, political and legal trouble is on the horizon. Going forward, we

should expect increased scrutiny of COVID-19 claims by the unvaccinated from employers, workers' compensation insurers and politicians. Right or wrong, it seems inevitable.

As for Texas law, Matt's guidance is that disciplined or terminated fire fighters probably will have no legal defenses against reject-

“Expect increased scrutiny of COVID-19 claims by the unvaccinated.”

ing vaccines or testing mandated by cities or emergency services districts (ESDs).

Some say if a fire fighter refuses to take basic precautions to protect others, then he or she should expect an unpaid suspension or job termination. In Houston, Mayor Sylvester Turner, who's been no friend of fire fighters, issued an executive order that unvaccinated city employees most show proof of vaccination or be tested twice monthly. The mayor promptly said dissenting employees risked losing their jobs.

Texas has no shortage of mayors and city managers looking to punish dissenting fire fighters. The private sector is imposing new vaccination and testing requirements as well. A major, Texas-based airline is now charging unvaccinated employees \$200 more per month in health insurance premiums.

I'll leave the constitutional debates to the legal scholars, but fighting the vaccine issue presents TSAFF and our locals with tough questions, including: Do we choose to die, perhaps literally, on this political hill at the



John Riddle
President

39 W. Victoria Drive
Montgomery, TX 77356
Cell: (936) 537-0727
E-mail: jriddle@tsaff.org

expense of other support at city hall or the state legislature?

Some say being unvaccinated is as reckless as not wearing a hood into a house fire. I think of it in another way: While every parachute may not work, I will not be jumping out of a plane without one. In other words, the vaccines may not be perfect, but they are our best shot at controlling this pandemic. And while I personally do not believe any of us has the right to endanger the health of other people, I'm also mindful of the arguments of both sides of the vaccine fight.

For me, it comes back to this: First, more than 80 percent of our calls put us in physical contact with contagious, potentially COVID-infected patients. And second, in that environment, an unvaccinated fire fighter faces exponentially more risk to die or become permanently disabled from COVID-19. We've suffered enough loss. I do not want to see any more.

Whatever your opinion, as we watch more virus variants emerge, I hope you and your local will be engaged in the public safety and public health discussions in your community.

Please let us know if we can help, take care and stay safe.

From the Editor / Secretary-Treasurer

The Business of the TSAFF Goes On

Secretary/Treasurer and Editor of the Texas Fire Fighter
Brandon Day

We recently finished another successful convention. There was a lot of good discussion and we laid the groundwork for a strong financial future. Two of the most important items I want to discuss are the resolution that established a reserve fund and the resolution that gave direction to the use of the funds from the potential sale of our property.

First, the reserve fund resolution that passed will dictate that positive variances produced from previous and future budgets will go into a reserve fund with the goal to give us at least six months operating reserve. This gives us strong financial footing. In comparison, the IAFF passed a similar resolution in 2018 and came with a 21-cent cost factor. Our resolution was passed with no additional cost to our members.

The other resolution I want to discuss is the potential establishment of a building fund. The TSAFF currently owns property at 627 Radam Lane in Austin. This building has been our association's home for over 20 years. However, as our organization has grown and we have increased our political presence at the state capitol, it makes sense for us to be closer to the day-to-day action. We have rented office space from the Texas AFL-CIO since March 2020. Our Radam Lane building is currently for sale, and we need to plan what to do with the money. Past TSAFF leaders and delegates made the decision to own property. We need to honor their sacrifices and manage the proceeds from this potential sale smartly. Convention action by members directs us to invest the funds and only use them for future property, emergency action approved by the

entire executive board, or delegate action at future conventions.

We have recently completed another audit with our trustees in Austin. I am pleased that

“I am pleased to report that our organization is on strong financial footing.”

they reported no abnormalities. Our CPA is working on filing this year's LM-2 report with the U.S. Department of Labor. Once this is completed we will begin working on filing our Form 990 with the Internal Revenue Service (IRS). I also am pleased to report that our organization is on strong financial footing. Thanks to all the members that have helped get us to this point.

Now, with the new year underway in Texas, we can hope for better times and to get past the pandemic. As we closed out 2021, the TSAFF was busy – with multiple in-person and online training events. We started with our latest installment of the secretary-treasurer workshop that took place in Waxahachie early in October. This was our first live training since



Brandon Day
Secretary/Treasurer and
Editor of the Texas Fire Fighter

731 Baxter Trail
Rockwall, TX 75087
Cell: (214) 415-0201
E-mail: bday@tsaff.org

COVID-19 event restrictions. It was good to knock the dust off and get back to in-person training. Then, a few weeks later, we traveled to Pflugerville for our traditional weeklong service training. New this year was an additional track of political training. This class was headed by our political consultant Mike Stevens, along with our district legislative agents and Communications Director Erin Powers. Mike did an excellent job laying the political groundwork for those that attended. Our third class was the return of communications training in Corpus Christi. The consensus after all three events was that our leaders and members are relieved to be getting back to normal in our educational and training offerings.

Finally, I am thrilled to continue to serve you as secretary/treasurer. We have built a state organization that is the envy of many in our IAFF. There's more work to do, of course, as we continue to build and improve. I hope every TSAFF member is proud of the work that is being done across our state. Please enjoy the fruits of your labor, but keep striving to improve. Stay safe!

Assessing the Impact of the 87th Legislative Session



As we prepare for our upcoming state association legislative conference in Fort Worth, Legislative Director Glenn Deshields reflects on the 2021 session:

↓ Glenn Deshields
TSAFF Legislative Director



First, this was the strangest and toughest session of my and probably everyone else's career. What was supposed to be a simple budget-only session with a few tweaks to help with COVID-19 response, turned into a tornado involving the electric grid, political red meat, and Senate-House-Governor conflict. The ironic thing was that even though there was broad support for the budget, it nearly failed. Limited access to the Capitol and the Senate made life extremely difficult on that side. We tend to stay out of political fights and hope that the blowback does not affect us, but this session there was no way to avoid it. It is extremely frustrating to see our good bills die due to political infighting that has nothing to do with firefighter issues. This did make it easier to prevent the passage of bad legislation involving dues deduction, the repeal of civil service, and the theft of our position on the Texas Commission on Fire Protection.

Below is a preliminary list of the measures that did pass related to firefighting. I am doing a more exhaustive search to find anything else and will report on any issues that might affect

us in the upcoming special sessions.

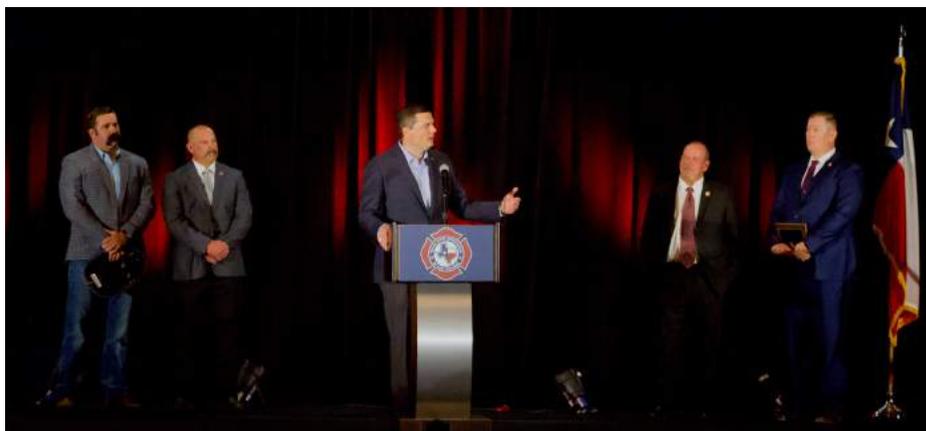
- **SB 1** – This was the budget bill. We were able to procure \$1,000,000 for professional fire departments affected by border operations. This is for one-time expenses and is distributed by the Governor's office first come-first serve. The appropriations process is incredibly complex and was basically done behind closed doors this session. Next session, we will be going statewide with these appropriations and will be asking for a lot more money.
- **SB 22** – This is the Covid Presumption Bill. This bill started out in an extremely confusing state. We believed that a court would have probably ruled that COVID was already covered under the Act. Everyone had good intentions, but many of the parties did not understand how presumption works and had only a basic understanding of workers compensation. We worked hard to make sure that the bill was favorable to firefighters, but also made sense with the existing statute. The last thing we wanted was to end up in court for years. The bill is not retroactive, which could be unconstitutional,

87th Legislative Session

(continued)

but allows a person who was initially denied coverage for COVID-19 the ability to have their claim reprocessed under the new law. Similar provisions in the bill exist for those that did not file claims and there was some concern that some of the cases were early and testing was not available. This bill has provisions in it to address all of those concerns. We will be releasing instructions on how to go about getting these benefits by Convention. Patterson/Springer

- **HB 2073** – This is the quarantine bill. This bill mandates that your employer will come up with a plan if you are exposed to a contagion. It also mandates that they will pay for all costs related to it, including leave, benefits, lodging, and pension payments. Burrows/Springer
- **HB 2171** – This bill was for our ESDs. Municipal departments are required in most cases to allow a retiring firefighter to purchase health benefits at full cost. ESDs do not have to offer this benefit. HB 2171 changes that and requires all ESDs in counties with a population of 150,000 or more to offer health insurance to retiring firefighters at full cost. This will be implemented over time so call me and we can discuss details. Metcalf/Creighton
- **SB 709** – This is the sunset bill for the Texas Commission on Fire Protection. Multiple parties had targeted this as a place to diminish the Commission's ability to promote and enforce safety regulations. We beat back every attempt and the commission will be with us for at least another decade until it must go back through sunset. This bill further legitimizes the work we have put in to clean, quality gear and safer workplaces.
- **HB 3398** – This is a bill designed to improve poor performing pension systems. For many years, we have been saying that pension reform is coming whether we want it or not and we better get in front of it. The drive to ensure that systems are funded to at most 30 years is and has been the goal. This bill plays into that thought. For many years we have had to help defend poor performing



↑ TSAFF recognized Texas Rep. Jared Patterson as Legislator of the Year.

systems and unfortunately, we are running out of string. In my opinion, this bill is the beginning and not the end of reform. We need to ensure that our employers make meaningful contributions to our pension systems.

We had a few failures this session. The first 2 would be the Investigation Bill of Rights (HB 1973) and the Andy Allison Bill (HB 3120). HB 1973 sailed through the House but was caught up by an antiunion committee chair in the Senate. Sen. Bettencourt is not a fan of firefighter bills and it took great effort to pass HB 2073. The Investigation Bill of Rights will eventually pass, but the House-Senate feud gave him cover this time. HB 3120 is a much deeper issue. It also soared through the House but was at first caught as cannon fodder over a winter storm bill. After that issue cleared, there was apparently an unauthorized party that attempted to deprioritize the bill. Any confusion at the end of session can be fatal. We are trying to confirm the information we received and why they decided to weigh in on a firefighter bill. Our memories are long, and we will not only get this measure passed, but make sure those people are never involved in our business again.

We had multiple binding arbitration bills that failed to pass the House. This will be a huge priority in the future, and we expect to have a bill passed in future sessions. The COVID Session was not the place to debate this.

We helped with numerous bills and were able to explain to legislators that you do not

always need a bill to accomplish something that we can already do, sometimes better, under current law. Last Session's big bill, SB 2551, has begun to take hold. According to TDI, cancer denials went from around 90 percent five years ago, to 70 percent in 2019 (law was effective summer of 2019), to 46 percent in 2020. We are pulling numbers from 2021 to see where we stand. Do not forget that one of the most important provisions in SB 2551 was that the provider is responsible for your legal fees if they do not prevail. That is for any workers compensation claim. We wanted and got the ability to go to court and not assume legal fees if we prevailed.

I want to thank our DLAs for their hard work. It sometimes seems fruitless, but it pays off. DVP Aidan Alvarado spent the whole session with me and is a force to be reckoned with. Johnny Villarreal kept me in line and provided tracking and support. Not one amendment or bad bill made it without his notice. I also receive a lot of support from Matt Bachop, our General Counsel. Having high level legal support on tap is incredibly important. It allows us to cut through the garbage and provide quality language that supports our cause.

Someone once told me that a successful session was one where you still had your butt intact. In 2021, we killed the bad stuff and brought home some bacon in one of the most challenging environments I have been involved with. Please feel free to call me if you have any questions.

Building on Our Momentum

Riddle: Convention action keeps TSAFF on right course

In July 2021, the TSAFF 47th Biennial Convention was held in Rockwall, Texas, and hosted by Rockwall L-5057 and Garland L-1293. More than 300 delegates and guests attended the convention.

In the convention report published in August, TSAFF Secretary-Treasurer Brandon Day reported financial data, district and zone lists, updated Constitution and By-Laws, resolutions passed at convention, committee reports, election results and the updated TSAFF Policy Manual.

Day wrote, "The delegates you sent to Rockwall served your locals well and the convention was most productive. Our hosts did a fantastic job and they deserve our thanks... Of our 17,452 affiliate members, 12,207 were represented at this convention. Going into convention our per capita was \$9.44. At the close of convention business our new per capita, effective August 1, 2021, is \$9.95. Our per capita will again increase to \$10.24 on August 1, 2023. Thanks again for your hard work at Convention."

TSAFF President John Riddle added, "Because of our members' continued commitment to and investment in our state association, we're building on our recent momentum – and further strengthening our services and support of Texas professional firefighters. Our convention delegates and committee members helped keep us on the right path forward. I'm grateful for all of their efforts."

Convention guests included IAFF General President Ed Kelly, IAFF General Secretary-Treasurer Frank Lima, IAFF 11th District Vice President Sandy McGhee, Professional Fire Fighters of Oklahoma President Ricky Burns, and event sponsors.

Here's a summary of key convention resolutions with related committees and cost factors:

RESOLUTION 1 (Policy, 23 cents) – This resolution changed the TSAFF Constitution and By-Laws to recognize the costs of inflation and upwardly adjusted the TSAFF budget



by 3.5 percent for Fiscal Years 2021-23.

RESOLUTION 2A (Policy, no cost factor) – With the positive variance from the TSAFF Fiscal Year 2019-21 budget, a Reserve Fund was set at a level of no less than six months operating reserves. Use of the fund requires the approval of the TSAFF executive board and investments must adhere to the strategy and policies drafted by qualified investment professionals and adopted by the executive board.

RESOLUTION 3 (Policy, 6 cents) – In accordance with TSAFF by-laws, a cost-of-living-adjustment increase of 3.5 percent, based on the two-year Consumer Price Index of Texas, was approved for TSAFF salaried officers.

RESOLUTION 4A (Policy, 23 cents) – To ensure availability of legal resources necessary for the protection of and for the benefit of TSAFF members, \$90,000 was added to the TSAFF legal budget line. Requests for legal funds require TSAFF executive board approval.

RESOLUTION 5A (Constitution and By-Laws, no cost factor) – To ensure leadership stability and continuity of the association, staggered four-year terms were approved for the 2021 and 2023 conventions. A provision to recall officers or trustees after two years also

was approved. Also approved was a provision requiring a member to accept a nomination for only one position during a Constitutional Convention.

RESOLUTION 8 (Constitution and By-Laws, no cost factor) – This resolution clarified TSAFF employee contract negotiation practices. The by-law revision now states: "All employee contract negotiations shall be conducted as needed by two Executive Board members and two Trustees, for independent oversight, as designated by the TSAFF President. Recommended employee salary adjustments shall only be brought to the convention body as a part of the budget presentation, and at no time shall employee salaries be negotiated on the convention floor."

RESOLUTION 12A (Policy, 29 cents) – In response to the COVID-19 pandemic, TSAFF was "able to creatively solve problems related to operational and/or budgetary needs," according to the resolution, allowing the Consumer Price Index (CPI) per capita increase passed at this convention to be first offset by the reserve fund for the 2021-23 budget years.

RESOLUTION 14A (Health and Safety, 9 cents) – To further develop the TSAFF Peer

Convention Momentum

(continued)



↓ Gabriel Dominguez of Houston L-341 received the TSAFF Paul Kelly Humanitarian Award for his charitable work.



↑ More than 300 delegates and guests attended the TSAFF 47th Biennial Convention

Support program, this resolution established a grant of \$18,000 per year for two years for members to participate in the Warriors Research Institute of Baylor Scott & White Health outpatient telehealth treatment project for firefighters in psychological distress. The average treatment cost is \$3,000 per patient.

RESOLUTION 15A (Health and Safety, 18 cents) – To address the burden of financial stress due to lodging near cancer treatment facilities, this resolution funds two apartments, through the Firefighter Rotary Home, for a period of two years, for TSAFF firefighters and their family members receiving medical treatment in the Houston Medical Center.

RESOLUTION 17A (Policy, .5 cents) – To fund the TSAFF Charitable Fund and IAFF District 11 Benevolent Fund, a custom Texas license plate indicating support of firefighters will be sold to the public through vehicle registrations. A TSAFF committee will oversee the design and production of the license plate.

RESOLUTION 18A (Legislative, no cost factor) – This resolution directs TSAFF to create and develop a plan to further improve the current Texas Chapter 607 presumption laws and

regulations related to firefighter cancer workers' compensation claims in cooperation with Texas legislators.

RESOLUTION 19A (Floor action, no cost factor) – According to this resolution, any vacancy of a TSAFF District Vice President within 90 days of the biennial convention will be filled by a vote of the remaining executive board members.

RESOLUTION 20A (Floor action, no cost factor) – Funds made from the potential sale of the TSAFF property at 627 Radam Lane in Austin, according to this resolution, shall be set aside as a standalone fund; up to 75 percent of the interest raised from this fund shall be used to offset the office lease line in the budget with the remainder of the interest be invested into the fund; the principal amount only be spent to purchase future real estate for the benefit of TSAFF as approved by a two-thirds vote of the entire executive board; and any other expenditure from this fund will require a unanimous vote of the executive board or approval by delegates gathered at the biennial convention.

RESOLUTION 21 (Constitution and By-Laws, no cost factor) – According to this

by-law revision, Section 6 of the Sixth By-Law now states: "Any member in good standing can petition for a recall election for the purpose of removing any officer of the TSAFF. Said recall petition would require a simple majority of the voting bloc. After obtaining a sufficient number of signatures, petitioners shall present the petition to the Trustees for verification of signatures unless the position being recalled is a Trustee position, in which case the petition shall be presented to the Executive Board. The Trustees or the Executive Board will notify the affected officer immediately of the recall petition. After verification of signatures, proper notice of the recall election shall be sent to all locals within the voting bloc. Recall elections will be held at the next Constitutional Convention after verification of signatures on the recall petition. A recall petition must be submitted no later than the deadline for timely resolutions."

RESOLUTION 22 (Floor action, no cost factor) – The Texas Firefighters Emergency Relief and Scholarship Fund (TFERS) was established in 1996 to provide emergency relief to TSAFF members and scholarships to eligible



Built for the bravest

IAFF retirees and spouses have earned access to group Medicare Advantage plans.

Call **1-866-246-8039 (TTY: 711)**, Monday to Friday, 8 AM–6 PM ET.

Or go to **IAFF-FC.AetnaMedicare.com**

©2020 Aetna Inc.

Y0001_GRP_4038_3197_2021_M



STATEWIDE NEWS

Convention Momentum

(continued)

children of Texas firefighters. This resolution allows for TERS directors to be afforded delegate-at-large credentials beginning at the 2023 biennial convention. The TERS Fund will be responsible for the costs associated with convention attendance as necessary.

RESOLUTION 23 (EMS, no cost factor)

- This resolution directed TSAFF to develop a media campaign to be distributed to all TSAFF locals that will provide information, procedures, and assistance on how to receive

federal RESCUE ACT funds in response to the COVID-19 pandemic.

RESOLUTION 24 (Policy, no cost factor)

- According to this resolution, the TSAFF Executive Board shall conduct an investigation of anonymous email messages sent to TSAFF members.

RESOLUTION 25 (Floor action, no cost factor)

- In appreciation of the Rockwall Fire Fighters Association, IAFF Local 5057 and the Garland Fire Fighters Association, IAFF Local

1293, this resolution was adopted to recognize that the locals “honored their promise of hospitality and enjoyment” in hosting the TSAFF 47th Biennial Convention. “Presidents Michael Caffey and Bill Crews and their crews have carefully planned a welcome reception, pub crawl and banquet along with the opportunity for fellowship and networking,” the resolution stated.

Q&A with TSAFF's Liz Wright

TEXAS FIRE FIGHTER will periodically profile TSAFF officers, board members, staff appointees, and members. This issue features Liz Wright, our assistant to the secretary-treasurer.

What's your background?

Born in San Antonio at Lackland Air Force Base, I am an Air Force brat. We lived everywhere – France, Portugal, Louisiana, Illinois and Texas. When I was young, I thought I might be a journalist or a comedian, but I ended up on the right path and became a bookkeeper. I started that work at a law firm and then at an advertising agency in Austin. I met the TSAFF fire fighters through a political event. Working with fire fighters has been quite an adventure. In October, it was my 24th year with TSAFF. Away from the office, I live outside of Austin with my three dogs. I love my time with them and other animals I've had over the years as well as gardening and other interests which include service in the community. I was elected as a city council member in Sunset Valley, Texas. I remain active in the local politics and am currently a member of the city finance committee

Describe your TSAFF responsibilities

Generally, I help make sure all of the money is accounted for. I assist Brandon (Day) in the financial operations of TSAFF. Brandon and I keep the files updated so the finances are transparent and accessible. I enjoy helping make sure the members' money goes where it's intended. My responsibilities include payroll, quarterly reports, checkbook balancing, tax documents, invoicing, reports for federal agencies – in other words, everything our leaders and accountants need. I try to act like the state association's money is my money. I watch the way we spend – or save – money. I am very frugal. The bookkeeping work may seem dull to some, but it's essential.

What were TSAFF operations like when you started?

Let's just say we've come a long way. I started this job 24 years ago when we were selling the old office building near the state capitol. We packed that office up and moved to Radam on the south side of town. When I started, tax returns hadn't been filed. Payroll taxes hadn't been paid. Everything was paper records. We went from a paper-paper-paper existence to computers. We started using the QuickBooks program to modernize. At the time, it was a major step forward. It took quite a while to get the office in order. It's an evolution. We've moved the organization forward with our financial operations – working with the banks. We're more efficient. The details of what's required of the job change over time, but the mission doesn't.

What do you like about the TSAFF?

First of all, I get along with fire fighters. Maybe because I was a tomboy growing up and may not have outgrown that trait yet. I was never timid – so, I can be with strong personalities and opinions. Fire fighters are a second family to me. TSAFF is sort of a family-owned business, not just a place to go to work. Working with fire fighters has been a large part of my life. Over time, each of the secretary-treasurers has had his own ideas about moving the organization forward. I've been a bookkeeper for 40 years – so, there's knowledge I'm proud to bring to the job. I like to contribute. For example, I think that the recently introduced secretary-education workshops are a great idea. I enjoy a good challenge: whether to put a report together or something else. I need to stay busy, so this job provides that opportunity. I



↑ Liz Wright
Assistant to the Secretary-Treasurer.

truly care about the organization. I probably should have been written up a few thousand times because of my opinions, but I haven't been... yet. On a personal note, fire fighters have been there for me too. As I said a moment ago, they're like family. When Hurricane Harvey hit, and my house on the coast was severely damaged, it was fire fighters who helped me clean up and recover. Fire fighters have been there for me over and over – at many highs and lows in my life.

What are the most important issues facing fire fighters in your opinion?

I worry about the health and safety of fire fighters. Cancer is such a threat. From a financial perspective, I worry about fire fighter families who have sick and injured spouses, especially those families where the fire fighter is the sole breadwinner. I see the long-term physical and mental demands of firefighting on the men and women I've known for many years. Hearing loss, chronic illnesses, PTSD – it's all so common in the fire service. Politically, Texas fire fighters are more respected now than ever before. That happened, I think, because TSAFF now works with all kinds of politicians. If they're fire fighter friendly, as the saying goes, there's a possibility of getting things done politically on working conditions

Liz Wright

(continued)

and other issues. It's not one party or the other. Of course, it's been vital for the TSAFF to get more political over time.

Anything else you would like to tell TSAFF members?

We've always had good people at TSAFF. There are differences of opinions and arguments, sometimes hurt feelings, but our hearts are almost always in the right place. Everybody has brought different perspectives, ideas and

some challenges. We've had some great people working for the state association. I cannot begin to list names because I'll miss someone, but TSAFF members should know about enormous contributions of men like Louis Hebert and Buddy Mass. That history is important. The current generation of state association leaders will leave its mark too. Watching TSAFF operate for 24 years convinces me that our unions have made the fire service better – not perfect, but much better.



Pflugerville L-4137: Fire Fighters Block Walked 4K Homes in Single Day

Firefighters from around Texas block walked more than 4,000 voter homes in a single day in October in support of Pflugerville L-4137's campaign to keep local control of the ambulance service – and block local politicians' efforts to privatize it.

While the campaign did not prevail at the polls, Pflugerville firefighters offered thanks for the community and TSAFF support.

According to the local, "We want to give a big thank you to all of our citizens that came out and voted for ESD17 and showed your support

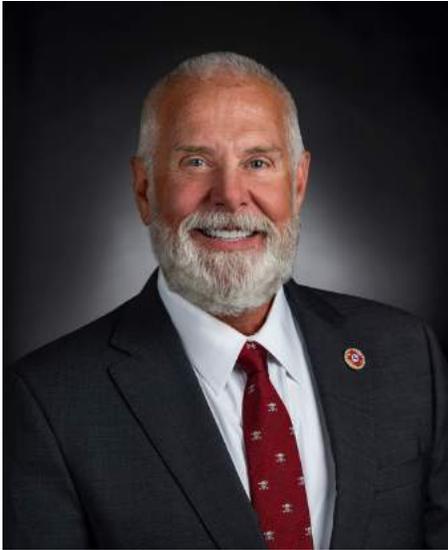
for the Firefighters who attempted to secure the safety of your community! We continue to be committed to serving you in the community. It's unclear what the future holds for ALS ambulance service in the City of Pflugerville. Thankfully we'll continue serving the citizens of Northtown and Wells Branch. We will continue to fight against private, for-profit EMS coming into your community, as we know what the certain result will be, despite what the politicians say."



Calendar of Upcoming Events

Dates of events are subject to change.

- **IAFF ALTS and Human Relations Conference**
Lake Buena Vista, FL
January 9-12, 2022
- **TSAFF Executive Board Meeting**
Fort Worth, TX
January 25, 2022
- **TSAFF Jack Bostick Legislative Convention**
Fort Worth, TX
January 26, 2022
- **IAFF Legislative Conference**
Washington, DC
March 6-9, 2022
- **TSAFF Executive Board Meeting**
Time/Location TBD
April 2022
- **TSAFF Louis E. Hebert Leadership Seminar**
Potttsboro, TX
May 31 - June 2, 2022
- **IAFF 56th Convention**
Ottawa, ON
August 8 - 12, 2022



↑ Bobby Whiteley
District 1 Vice President

TSAFF's Whiteley Reelected to City Council

T SAFF District 1 Vice President Bobby Whiteley recently won reelection to the Wichita Falls City Council for a third term.

"I'm really happy," Whiteley told local news media. "I think the citizens are happy with what we're doing. I'm excited about moving into my last term and finishing my job."

Retired from the Wichita Falls Fire Department, Whiteley won 65 percent of the vote, defeating a well-funded military veteran opponent.

Offering thanks for statewide firefighter support, Whiteley added on social media, "Huge thanks to my Brothers in L-432 for their hard work to help me in my election for city council. We will catch our breath and get back to work."

"This city gave so much to me and my family," he said. "I was born here, lifelong resident, I don't plan on going anywhere and I plan on being a part of this community for a long time and I want to finish my job."

Lubbock L-972 Leads Roadside Protection Campaign

A ccording to Lubbock L-972, Lubbock Fire Rescue Firefighters partnered with the Texas Tech Engineering Department to develop new technologies and PPE that will better protect first responders on roadways. This partnership reflects the local's commitment to help reduce the number of traffic incident responders injured or killed in the line of duty.

A Fire Ops 101 event was held for members of the Texas Tech University Engineering Department. This course provided hands-on training and experience to better help them understand the work we do. Participants were placed in evolutions that allowed them

to experience how firefighters respond to structure fires, vehicle extrication and roadway responses, as well as a search and rescue scenario.

According to the local, "The knowledge and experiences gained during this 'Fire Ops' will allow them to continue their research with first-hand knowledge of modern firefighting and the situations we face. We look forward to our continued partnership with the Texas Tech Engineering Department. Our cooperation and research will lead to safer roadside responses for all first responders as they work to keep our roadways safe and clear."

Beware COVID-19 Policies

T SAFF has learned that many Texas fire departments are attempting to set up policies related to firefighter positive-COVID diagnoses that do not include workers compensation claims.

While the department might have good intentions, this is not the proper path to take, TSAFF Legislative Director Glenn Deshields said. If any firefighter tests positive for COVID, they need to file a workers compensation claim using SB 22 criteria.

Many departments are confusing a positive test with a quarantine policy required under HB 2073, Deshields said.

"Quarantine is for firefighters that have been exposed to COVID. Workers Compensation is for a positive case," Deshields said. "Not filing for workers compensation means that you may have to use your own leave time, will probably lose any long-term coverage, and might forfeit certain health and death benefits."

Local leaders are encouraged to contact their DVP or Deshields with any questions or concerns.



Welcome to New TSAFF Affiliates

Bertram L-5362 Zapata L-5355
Jarrell L-5104 Sunnyvale L-5238

WE
ARE **190**
IAFF Locals

SERVING **Fire**
18,000 Fighters

PROTECTING
29 Million
Texas Citizens



HERE'S HOW WE SUPPORT TEXAS FIRE FIGHTERS

- Education / Training
- Political Action / Government Affairs
- Bargaining and Negotiations
- Grievances and Arbitrations
- Occupational Health and Safety
- Financial Assistance
- Presumptive Diseases
- Union Governance

Chase Fruge Joins TSAFF Staff

Longtime legislative aide Chase Fruge has joined the Texas State Association of Fire Fighters as deputy legislative director.

Fruge's duties include TSAFF political action in Austin and in statewide races and TSAFF-affiliate referendums, lobbying, PAC education, and support of the TSAFF district legislative agent program. He reports to TSAFF Legislative Director Glenn Deshields.

Fruge was senior policy advisor for state Sen. Brandon Creighton and committee director for the State Select Committee on Texas Ports. He also has supported political campaigns of state and federal elected officials, including serving as political director for Creighton for Texas for nine years and as an intern for two members of Congress.

TSAFF President John Riddle said, "With an established history of working with fire

fighters at the state capitol, Chase adds to our association's political resources. He hit the ground running for TSAFF and is already helping further develop our political program."

Fruge said, "I'm pleased to join the state association and continue working with Texas fire fighters. I understand the statewide issues facing fire fighters and look forward to helping our team build on our momentum in Austin and around the state."

Fruge holds a Bachelor of Science degree in agricultural business from Texas A&M University. His community service work includes membership in Stewards of the Wild, a non-profit program supporting the mission of Texas Parks and Wildlife Foundation.

After interviews of five candidates, Fruge's appointment by President Riddle was unanimously approved by the TSAFF executive board.



↑ Chase Fruge
TSAFF Legislative Director

TSAFF Joins Governor's Texas Task Force on Concert Safety

TSAFF accepted an invitation from Texas Gov. Greg Abbott to join the Texas Task Force on Concert Safety.

The governor announced the formation of the task force in the wake of the tragedy at Astroworld Festival in Houston that left at least eight concertgoers dead and injured hundreds of others.

TSAFF President John Riddle appointed TSAFF District 6 Vice President Patrick M. "Marty" Lancton, the president of the Houston Professional Fire Fighters Association, IAFF Local 341, to represent the state association on the task force.

Riddle said, "The Astroworld tragedy raises many legal, operational and regulatory questions. TSAFF appreciates the governor's inclusion of our state association on the task force. Because Houston fire fighters responded to the mass casualty incident last week, I appointed Marty Lancton to represent TSAFF on the task force. Our brother and sister fire fighters in Houston can offer compelling testimony

about what happened at Astroworld. For them and the families of the injured and lost concertgoers, our 18,000 members in 190 communities are committed to helping find ways to make large sports and entertainment events safer."

The state task force is led by Texas Music Office Director Brendon Anthony and includes safety experts, law enforcement, fire fighters, state agencies, music industry leaders, and others, the office of the governor said. The task force will analyze concert safety and develop ways to enhance security at live music events in Texas, and then report recommendations and strategies to ensure concert safety and protect concertgoers.

Abbott said, "To ensure that the tragedy that occurred at the Astroworld Festival never happens again in the Lone Star State, I am forming the Texas Task Force on Concert Safety. From crowd control strategies to security measures to addressing controlled substances, this task force will develop meaningful



↑ Patrick M. "Marty" Lancton
TSAFF District 6 Vice President

solutions that will keep Texans safe while maximizing the joy of live music events. I thank the members of this task force for coming together to work on this important issue."

Riddle said Texas fire fighters have long advocated use of only classified fire fighters and EMS personnel in sports and community venues instead of privatized, less credentialed personnel. In 2009, proposed legislation (H.B. No. 3705) to address the issue was rejected by state legislators.

District 1 Proud of the Texas Fire Service in Pandemic Response

*Vice President
Bobby Whiteley*

Iwould like to say I hope all is well with you, but we know that we all have members and family fighting the latest waves of pandemic illnesses that have plagued us all and the world. COVID-19 has caused collateral damage too as we continue to navigate contingencies for staffing issues, workers compensation coverage, and so many of our members being overworked and completely stressed out. Through it all, we will persevere.

As your TSAFF board and staff developed this newsletter, we were in a second year of adjusted educational events workshops and conferences and service provision. The work – with our fire departments, locals and union – has continued to evolve in a professional and safe manner. I know how hard it is for you to plan all the events that we have as you have events in your own locals and the IAFF too. This doesn't necessarily even account for the demands of your personal life and family. So, basically, we are busy and that is not going to change. Our local leaders are sharing the load with their respective board members. There certainly is enough work to go around. I respect what I see from fire fighters in District 1 and around Texas. The fire service can be proud of its role in the pandemic response.

Most of our locals around the state are doing a great job of showing the good work we do on their social media platforms and that pays dividends in the job we are trying to do to increase benefits and safety. Many departments are hiring new firefighters and joining our TSAFF, and these young members are learning the basic foundations of what we are about. Education is vital. We must evolve in our TSAFF just as we do in our occupation. Evolution does

not stop for us catch our breath. Your elected officials want to be seen with you when you are doing the good work and building a relationship with them is paramount. I believe more and more of our affiliates are using state association resources to build out their service, political and communications operations.

Our next TSAFF convention in 2023 will be in our district in El Paso, and I promise you it will be a fabulous convention. The state association board and staff already are working on convention site and hotel details, along with L-51, which promises a convention to remember.

On a personal note, I am grateful for your support in my recent re-election to city council in Wichita Falls. Elections are expensive and I thank all the locals across the state (in and out of my district) that supported me in the run for what will be my final council term. (We defeated an opponent who is aligned with a group that wanted to cut fire and police resources to save money in the general fund.) I will never apologize for making public safety my number one goal, as our citizens deserve the safety for which we work and train.



Bobby Whiteley
District 1 Vice President
1105 Scott Ave.
Wichita Falls, TX 76301
Cell: (940) 733-4273
E-mail: bwhiteley@tsaff.org

Service on city council has not always been easy, but it was necessary and gratifying. If any of our members across the state are interested in running for elected office in their communities, please let me know if I can be of assistance for advice or just a positive comment. Trust me – you are qualified to be a leader in your city.

In closing, I would like to thank all the locals in District 1 for their support in my reelection at convention as District 1 vice president. I'm proud to represent you, and we have a lot to look forward to this year and beyond. I remain excited about the future of the fire service.



↑ Amarillo L-542 firefighters and 101 Elite Men teamed up to donate toys to Northwest Children's Hospital.

District 2

On Leaving Our Union Better Than We Found It

Vice President
Beau Simpson

I am humbled by the amount of support I received during my bid for election and honored to have been elected as your next District 2 Vice President. While I am the rookie on the board, I am not new to the association game. During my tenure as the president of Plano Fire Fighters Association L-2149, we were able to rebuild our relationships with our command staff and city administration, completely rebuild and revamp our work comp policies and practices, implement a peer support team, provide retirement education and planning to our members, and improve the lines of communication between our e-board and membership. Thanks to the hard work of the members of our PAC board both past and present, our members' monetary and physical support soared to unforeseen levels and we became one of the most powerful and respected organizations around.

The most important topic for any local of any size should be relationships. Building strong relationships with your city administrators and command staffs will take you further than any contract or civil service. Even though they may have the protections of civil service or contracts, many of our locals statewide are

fighting uphill battles at home because those relationships are not yet formed, or lines have been drawn in the sand. It is my goal to work with every local in our district to help improve the relationships with the decision makers that affect our well-being. For our locals that do not benefit from the protections of civil service or official contracts, never forget that your relationship with the public is your contract.

The mental well-being of our members both locally and across the state is of the utmost importance. We were able to build a successful mental health program in Plano with the support of our city and the help of some outside organizations. I challenge each of you to take this topic seriously and check on your people. Over the last few years, suicide has been the number one killer of fire fighters across our country and that is simply unacceptable. Please know that the mental health crisis in the fire service is real and it affects everyone differently. There are plenty of organizations and programs available to us, we simply have to recognize there is a problem or potential problem and let them help us.

I would like to personally thank the members of the Rockwall Professional Firefighters



Beau Simpson
District 2 Vice President
1106 Lavaca Street, Suite 100
Austin, TX 78701
Cell: (214) 923-9800
E-mail: bsimpson@tsaff.org

Association L-5057 and the Garland Fire Fighters Association L-1293 for the hospitality shown to all of us at the 47th Biennial Convention. Given the difficulties we have been fighting with the pandemic, it was exciting and refreshing to once again be together in person, enjoying the company of our brother and sister fire-fighters. Hosting a convention is no small feat and Presidents Michael Caffey and Bill Crews pulled it off seamlessly. Thank you both for the countless hours you put into making this a special occasion.

While there are many people capable of leading our district, anyone that was elected to replace DVP Steve Dorris would have big shoes to fill. Steve is what many would call a true union man. He is well versed in many areas of union business, had a servant's heart, and gave all-out effort when advocating for his members. His leadership will be greatly missed and difficult to replace. I humbly accepted the challenge and am striving to continue where Steve left off and hopefully improve in other areas. By no means do I think I have all the answers and am excited about the opportunity to work with each of you to help leave this great association better than we found it.



↑ Plano L-2149 firefighters delivered hundreds of meals to Plano ISD schools in partnership with LovePacs to help students who might otherwise go without over the winter break.

TSAFF Peer Support Contacts

The TSAFF Peer Support Team includes firefighters from all six Texas districts who have been trained in providing emotional and mental health support to our union brother and sister firefighters in the state of Texas. TSAFF Peer Supporters have all received IAFF and TSAFF training. The team provides assistance to active and retired firefighters experiencing behavioral health issues.



RICHARD LECLAIR
Midland L-4405
TSAFF District 1
dur_t@hotmail.com



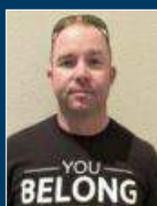
JEFF MCAULEY
Longview L-4331
TSAFF District 2
903.424.2699
jeff.mcauley75@gmail.com



CHRIS HALE, B.S., MDIV
TSAFF Chaplain
Abilene L-1044
325.280.5332
chale@tsaff.org



TYLER HOUCHIN
Odessa L-1665
TSAFF District 1
432.978.5825
tyler.houchin@hotmail.com



CHRIS WILSON
Longview L-4331
TSAFF District 2
903.240.2729
ckwckf@gmail.com



TODD SCHOOLING
Plano L-2149
TSAFF District 2
682.557.0668



BILL CREWS
Garland L-1293
TSAFF District 2
817.819.0116
bill.crews@outlook.com



DAVID TOMAS
San Marcos L-3963
TSAFF District 3
979.716.8519
dtomas@smpffa.com



ERIC STEWART
Midland L-4405
TSAFF District 1
432.559.2074
ericstewart263@gmail.com



J.D. SCHULGEN
Garland L-1293
TSAFF District 2
214.677.8115
jdsjj5@gmail.com



CHLOE MATULA
Baytown L-1173
TSAFF District 4
832.746.4489
ctippet@gmail.com



TREY WELLS
Mansfield L-3599
TSAFF District 5
817.219.3473
treymedic@yahoo.com



ERIK SECREST
The Woodlands L-3846
TSAFF District 4
936.443.8953
eriksecrest@yahoo.com



CORY CABINESS
Beaumont L-399
TSAFF District 4
936.329.4463
corey.cabiness@gmail.com



GABE DOMINGUEZ
Houston L-341
TSAFF District 6
361.510.4546
director5@local341.org



SUZY BIRD GULLIVER, PH.D.
Director, Warriors Research Institute
Adjunct Professor, Texas A&M College of Medicine Health Science Center
Baylor Scott and White Health
254.716.6208
508.524.9167
Suzy.Gulliver@bswhealth.org

District 4

Recent Successes with District 4 Locals

Vice President
Mark Medrano

Beaumont L-399 was successful in six out of six elections under the leadership of President Jeff Nesom due to a strong local with good political relationships and a strong PAC fund.

Port Neches was successful in petitioning for a Nov. 2 election for Collective Bargaining and binding arbitration.

Groves L-1905 was successful in petitioning for a November 2nd election for Collective Bargaining and binding arbitration also. Both Groves and Port Neches L-3713 won Collective Bargaining and Binding arbitration. Congratulations to both Locals on their victories.

Conroe L-2731 was successful in three out of four local elections. They also are building a new station which would bring them to 8 stations. They are continuing to increase the

four-person staffing initiative which was implemented a few years ago. Contributions to Pension fund was increased for members from 13.25 percent to 15 percent and the city's contribution was raised from 15 percent to 16.25 percent.

Baytown L-1173 revised their constitution and by-laws and increased their Union dues to afford them to be able to pay the Board a small salary. They will get a 2.5 percent pay increase. Baytown is having a contested mayor's race with the support of the Local behind the incumbent.

Liberty Hill L-4744 accomplished: 1) The increase in the rate of the local sales and use tax imposed by Williamson County Emergency Services District No. 4 from one percent to a rate not to exceed two percent in any location



Mark Medrano
District 4 Vice President
119 Caldwell St.
Baytown, TX 77520
Cell: (281) 932-3513
E-mail: mmedrano@tsaff.org

in the District, 2) higher class pay, and 3) increased step plan from 10 years to 20 years.

Pflugerville L-4137 hosted the TSAFF's recent political and service training programs.

Preserve the Past



Please help ensure that the extraordinary work of TSAFF firefighters is included in our history.

We seek recent and historical fire and EMS incident photos and video for display at TSAFF events and the 2023 state association convention.

We will ensure original materials are handled carefully, credited if used, and returned. An FTP link to conveniently upload videos and photos is available.

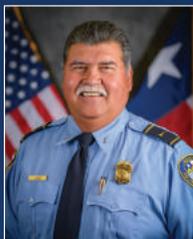
If you can help or have questions, please contact us at your convenience.

Photo Credit: Baytown Professional Fire Fighters Association



The IAFF Fallen Fire Fighter Memorial in Colorado Springs.

TSAFF Honors COVID-19 LODDs



Leroy Lucio
Houston L-341



Erik Segura
Laredo L-872



Gerardo Pacheco
Houston L-341



Jesse Turribiate
La Marque L-3282



Jesus "Jesse" De La Rosa
Weslaco L-3207



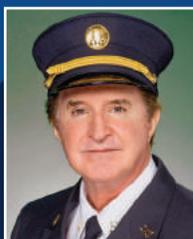
Tanner Reed
Houston L-341



Tommy Searcy
Houston L-341



Robert V. Liguez
Alice L-4102



Randy Robinson
Fort Worth L-440



Richard "Brad" Hargrave
Garland L-1293

District 5

Busy Times in TSAFF's 'Fighting Fifth'

Vice President

Pedro "Pete" Martinez

On September 11, 2001 at 8:46 am when the first hijacked plane hit the north tower in New York City, lives of Americans were forever changed. We recently observed the 20-year anniversary of the attacks where we lost 343 FDNY fire fighter brothers and sisters. I was grateful to participate in a ceremony with FDNY Engine 40-Tower Ladder 35 in New York City honoring all who lost their lives as a result of that tragic day.

We have been quite busy in the district, specifically with several disciplinary issues including some terminations. We have received multiple calls for guidance as well as in person help reviewing pending cases. I would like to thank Matt Baker of Cedar Hill L-3463 and TSAFF Service Director Rafael Torres for their tremendous support on behalf of our fire fighters in the district. I appreciate the unprecedented high level of work these men provide our organization.

On the political side, we have actively been reviewing and partaking in all redistricting hearings. We are quite aware that it will be affecting our district dramatically, and we want to be prepared for any and all changes. That being said, our district Legislative Agents (DLAs) paid close attention to the third special session. This session will affect the primary elections in our district and we are ready and prepared to participate accordingly. District 5 DLAs are also gearing up for the upcoming legislative conference scheduled for January in Fort Worth, home to Local 440. We are proud and excited to host our brothers and sisters from across the state as we prepare to generate legislation that will benefit each of us.

District 5 has had their share of tragedy in the recent months with losses to COVID-19 and

a death of a L-1329 firefighter. Our hearts have weighed heavy for these losses, and we would like to continue to support these firefighter families particularly that of Elijah Snow. While celebrating his 10th wedding anniversary with his wife Jamie in Cancun, Mexico. Elijah Snow was found deceased under extremely suspicious circumstances. Elijah was loved by many people and was a proud member of the Arlington Fire Department. He left behind his loving wife, Jamie, and his two young daughters, ages 5 and 6. His family is asking for support to assist with his family's needs, both present and future, as well as continuing with the investigation surrounding the circumstances of his death. We humbly ask that you help in any way you can. Any help you can give is appreciated, whether its financial or just sharing the story in an effort to bring Justice for Elijah and his family. Please consider donating and supporting the Snow family at www.gofundme.com/f/SnowFamily.

Finally, I would like to thank the District 5 local presidents for participating in a recent



Pedro "Pete" Martinez
District 5 Vice President

1106 Lavaca Street, Suite 100
Austin, TX 78701
Cell: (817) 905-3312
Email: pmartinez@tsaff.org

survey I sent out to continue servicing our locals according to their needs and wants. We spent the morning reviewing the survey results and discussing District 5 priorities. That same afternoon we were able to enjoy a Texas Rangers game and some good old comradery thanks to Mayor Jim Ross of Arlington. Can't thank each of our president's enough for participating and helping me strengthen our district through your support and commitment. I look forward to serving you the next four years and fulfilling the priorities you have set for the Fighting Fifth.



↑ Irving L-2073 firefighters, in collaboration with Councilman Dennis Webb, Irving Ambucs, and The Gilbert Grove Masonic Lodge, built wheelchair ramps for Irving residents with mobility issues.

Legislative Report

Planning for the 2023 Texas Legislative Session

Legislative Director
Glenn Deshields

On Jan. 26, the TSAFF will hold its biennial Legislative Convention. This is where we begin to develop our legislative program for the 2023 Texas Legislative Session. I expect multiple resolutions covering collective bargaining, workers compensation, and injury leave. While other issues may arise between now and the legislative session, this helps us focus on the biggest needs statewide.

I always expect an unexpected issue to come up during the session or right before. At the last legislative convention in 2020, we had no idea that we would be including COVID in the list of diseases covered under the Presumptive Act. Senate Bill 22 has changed the whole landscape of workers compensation in Texas and since COVID will be an endemic disease, we will need to ensure that the statute is amended to make sure that the section does not expire.

As another COVID spike hits, we need to make sure that all cases and exposures are reported through the proper channels. An on-duty exposure is covered under the quarantine provision we passed last session. It is not workers compensation. Simply put, any cost related to an on-duty exposure (lodging, testing, time off, etc.) is the responsibility of the fire department. If you test positive, then you need to file for workers compensation and the quarantine provision ends. I would not recommend cutting deals with the department on anything related to a positive COVID case. File a workers compensation claim and allow the system to work. Workers compensation insurance coverage provides you with long-term care related to the disease. A deal cut with the department would not provide this protection.

We have seen an incredible drop in the

number of denials related to workers compensation over the past few years. There is still work to be done and we can help you navigate around some of the obstacles. In addition, Texas has an ombudsman program that can be extremely helpful when trying to make your way through the bureaucratic part of a claim.

We are also about to enter the heavy part of primary election season. Get to know your members and candidates for Texas House and Senate. These are the people that are or could be voting on our sponsored legislation. We do not have to agree with them on everything, but items related to the fire service need to have favorable attitudes. We all have personal political beliefs and the representatives and senators that represent the districts where our departments are located, do not always match up to those. Fortunately, issues related to the fire service are accepted by all sides. There are of course exceptions, but the vast majority can usually be convinced that a well-funded,

Plano L-2149 President Brad McCutcheon, pictured at the recent TSAFF Political Training event, recently represented TSAFF at the Texas Commission on Fire Protection. He said, "It's been an honor to participate in reviewing the rules and statutes that pertain to firefighter safety in the State of Texas. Lots of opinions. Lots of debate. It's a dangerous job. Structure fires, highway incidents, cancer, PTSD... the list goes on. One thing everyone agrees on: Firefighter safety is a top priority and we have to get it right for this generation and the next."



Glenn Deshields
Legislative Director
1106 Lavaca Street, Suite 100
Austin, TX 78701
Office: (512) 326-5050
Email: gdeshields@tsaff.org

well-paid fire department is helpful to their communities. I am always happy to help you make the contacts needed to aid a future relationship with your state representatives and senators.

Our staff, district legislative agents (DLAs), and district vice presidents (DVPs) will be everywhere over the next few months as the election season heats up. Do not hesitate to contact me if you have any question about what is going on in your area.



Political Report

Grateful to Support TSAFF's Political Team

Political Director
Chase Fruge

As a new year is here, I hope this finds you and your loved ones in good health and in safety. I would first like to introduce myself as the newest staff member at the TSAFF. Serving as your Deputy Legislative Director is honor and privilege, and most certainly something I do not take lightly. My duties will include TSAFF political action in Austin and in statewide races and TSAFF-affiliate referendums, lobbying, PAC education, and support of the TSAFF district legislative agent program.

Though I am new to the state association, I have worked with fire fighters my entire career and have seen firsthand the effectiveness of

members in elections and now ecstatic to be assisting our affiliates statewide.

Two recent victories happened in south-east Texas where Port Neches L-3713 and Groves L-1905 – the last two unions in the region that did not previously have collective bargaining agreements – can establish their very first contract between the firefighters and the city. Provisions up for negotiation could include wages, hours, fring benefits, discipline, health and safety and other working conditions.

The people's voice was also heard loud and clear favoring binding arbitration, which would settle any labor management disputes. This



Chase Fruge
Political Director
 1106 Lavaca Street, Suite 100
 Austin, TX 78701
 Office: (512) 326-5050
 Email: cfruge@tsaff.org

new provision would include a neutral third party or panel that holds a formal hearing, takes testimony and renders a binding verdict

Both locals had to collect hundreds of signatures during the petition phase of this process to even have these measures on the ballot.

But the real work was done with the locals' success in educating the public that their approval would not result in a tax rate increase, and the public servants would not be able to strike or get locked out. Instead, the contract would give workers a voice on matters that directly affect employment, which the association said could help retain and recruit experienced and talented firefighters.

These efforts can seem like a daunting task, but the state association is here to support, so if its questions about creating or filing a PAC report, polling for a local proposition or establishing a local political program, never hesitate to reach out to the TSAFF political team.

◀ *The TSAFF Executive Board: Brandon Day, Mark Medrano, Marty Lancton, John Riddle, Bobby Whiteley, Pete Martinez, Beau Simpson, and Aidan Alvarado.*



Service Report

Know Texas Statutes Affecting Fire Fighters

Key statutes protect our rights

Service Director
Rafael Torres

By now you have received the printed booklet entitled “**STATUTES AFFECTING FIRE FIGHTERS 2021-2023**” from the TSAFF this is a condensed from the online version. Our hope is that you study the information contained in the booklet and as you become familiar with the information contained in this booklet you will be better prepared to assist your Local when the need arises. The next time you call the TSAFF for assistance you will have a better understanding of your statutory rights and protections are. The following are some basic areas that affect most of the locals even if they are not under TLGC 143 or 174;

Chapter 141.008 of the TLGC pertains to dues deduction and the process of how it is implemented in your city and how the municipality may impose an administrative fee for this service. 141.031 establishes base salary in accordance to population, 141.032 addresses longevity pay while 141.033 establishes classification of fire fighter positions and addresses “step up pay”. There are other topics addressed in this chapter associated with compensation, expenses, and penalties for not following these statutes.

Chapter 142 encompasses hours, benefits, and working conditions which include vacation hours, payment for hospitalization costs, liability insurance while driving emergency vehicles and salary continuation payments. Each of these topics is covered in depth along with a few other items. **142 Sub Chapter “C”** covers Meet and Confer

Chapter 150 covers miscellaneous provisions affecting fire fighters such as 150.002 that describe the type of political activities employees are not allowed to engage in while

in uniform or on duty, they are:

- (1) makes a public political speech supporting or opposing a candidate;
- (2) distributes a card or other political literature relating to the campaign of a candidate;
- (3) wears a campaign button;
- (4) circulates or signs a petition for a candidate;
- (5) solicits votes for a candidate; or
- (6) solicits campaign contributions for a candidate.

When out of uniform and off duty the same employee is allowed to participate in the items listed above with the exception that campaign contributions for a candidate may only be solicited from Association members. Chapter 150.003 addresses the restriction upon the employer with regards to the municipality restricting employee’s right to be politically active.

Chapter 614, B covers the important process of investigations and disciplining of firefighters more specific 614.021 defines who is covered, 614.022 and 614.023 cover the requirements of the process and how it must be executed concerning discipline of firefighters.

Chapter 617 covers the basic right of fire fighters to be represented in grievances.

Chapter 143 Contains many different facets of firefighter’s rights that are covered by the state civil service. Please become familiar with this chapter. Service Training and Leadership are a good start in Pflugerville October 18 thru the 22, 2021.

Service is what the TSAFF was founded on, helping out each other by coming together and exchanging ideas and information. The very word “Union” suggests that we are and should



Rafael Torres
Service Director
1106 Lavaca Street, Suite 100
Austin, TX 78701
Office: (512) 326-5050
Email: ratorres@tsaff.org

remain UNITED not only striving for the rights of our own members of our city but helping those of smaller less experienced associations acquire the same privileges we enjoy.

Keep learning about how to do your job as a Union Leader by taking advantage of as much training that you can from the TSAFF and IAFF, Knowledge is Power, stay strong and empowered.

TSAFF Members



Please help us help you by staying in contact.

1. Please log in to TSAFF.org to update or activate your account for upcoming text and email alerts, and other information.
2. Please like the TSAFF Facebook page and the TSAFF Twitter feed— @TSAFFNews — and encourage your family and friends to do so as well.

Thank you.

Health & Safety Committee

Fixing the Fixers

TSAFF is helping us help ourselves

James A. Younger

Firefighters are firefighters are firefighters –no matter where you go in this world.

Raise your hand if you went to an amazing TSAFF convention last summer in Rockwall and actually thought to yourself, “It feels good to be around my brothers and sisters again!” I know I did on several occasions, from seeing familiar faces at check-in to getting into conversations about the state of the fire service during a pandemic. Making new friends, learning valuable lessons and gaining information were wonderful, but so was realizing that every connection made was another first responder reaching out to help another.

As a second-generation firefighter, I was raised that we help others no matter what, whether it’s a sick neighbor whose grass needs to be cut or finding resources to answer tough-to-ask questions. It’s what we do, it’s who we are – we are fixers.

Over the recent past, our executive board at TSAFF identified a fire fighter need that is growing and gaining speed and attention every day in the fire service. The issue: Who is out there to fix the fixers when we need fixing?

From post-traumatic stress to substance abuse and mental and emotional support, many of us need (or will need) help. The good news is, teams of fire fighters and experts are out there finding ways and identifying resources to help mend the strongest of fire fighter wills and most stubborn mentalities. We all break whether we want to admit it or not, and if you haven’t yet, there probably will come a day. That day will be easier to face because of the things being done by your TSAFF and peers like yourself.

Before and after the TSAFF convention, Dr. Suzy Gulliver and Chris Hale, our TSAFF chaplain, made themselves available for questions, education and discussions on fire

fighter overall health and well-being. Your TSAFF Health and Safety Committee, through work sessions, discussed the bevy of opportunities and care for firefighters and their families in our great state and nationwide. We as a committee took up a resolution to provide a grant that furthers Dr. Gulliver’s program that addresses the care and treatment of our most distressed brothers and sisters who can’t find the right help to move past their conflicts, and to relearn how to cope with daily life.

“As a second-generation firefighter, I was raised that we help others no matter what, whether it’s a sick neighbor whose grass needs to be cut or finding resources to answer tough-to-ask questions.”

Your state association unfortunately can’t do it all alone, we need each and every one of our local affiliate leaders to take an active approach in educating themselves on the services and programs available to help their peers that have elected them to those positions.

Your health and safety committee has in the past year or so put on a Texas workers compensation claims class through the Zoom platform. COVID 19 has taught us how to work around isolation and distance through online learning. Receiving amazingly positive feedback from the attendees of that class, we have been diligently working on several other classes to put out to our affiliates in the coming months. Reporting requirements to the Texas Commission on Fire Protection, workers comp claims and denials, mental health resources,



James A. Younger,
Health & Safety Director

3112 Forney
El Paso, TX 79935
Cell: (915) 497-1163
Email: fireman660@gmail.com

and cancer prevention are just a few of the classes being put together. Realizing we have many goals we want to achieve and a high standard to meet, our challenge is to educate all of our affiliates large and small in the things affecting us daily. Much of the educational training will provide understanding and the reasoning behind the ways we operate day to day. A couple of examples are the reporting requirements and how they relate to our fight for presumptive laws at the state and federal levels, filing of workers comp claims and how they will provide for the rapid recovery of our injured brothers and sisters.

We are always looking for ways to educate, identifying needs no matter how big or small. We all make up the TSAFF and as such have a duty to be responsible to each other, to provide the educational opportunities, to push out the knowledge for those unable to gain it for themselves for one reason or another. Your TSAFF website is full of information, resources and opportunities, contacts are provided for asking those hard questions. Our committee members are eager for the future and what we are bringing to all our affiliates statewide.

Stay healthy, stay safe, be STRONG.

IAFF District 11 Report

‘What Does My Union Do for Me?’

We’re involved in every issue that affects the life and family of the professional fire fighter

IAFF 11th District Vice President
R.L. “Sandy” McGhee, III

Firefighters sometimes ask the 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 professional fire fighters.

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

“There is strength in numbers and being organized and affiliated is the key to success.”

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, analysis, and a media program 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 fire fighter. From job safety to politics, behavioral health, labor issues to the IAFF Financial



R.L. “Sandy” McGhee, III
IAFF 11th District Vice President
1283 S. Detroit Ave.
Tulsa, OK 74120
Cell: (918) 855-8228
Email: smcghee@iaff.org

Corporation, and from Haz-Mat and weapons of mass destruction (WMD) training to the myriad other programs in place to train professional fire fighters, the IAFF is leading the way.

This probably is a forgotten fact, but the IAFF wrote the legislation in 1977 that created section 457 of the Internal Revenue Code and allowed fire fighters to participate in deferred compensation programs. That legislation went into effect in 1979 and every fire fighter 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.

Take a look at 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. Thanks for taking a moment to learn more about our union.

Stay strong. Stay safe. Stay union proud!

Guest Commentary

Find a Simpler, More Rewarding Banking Experience

Allyson Rushing

Firefighters First is the largest credit union that exclusively serves career firefighters and their families nationwide. Serving the Fire Family is the driving force behind everything we do. We've become the preferred financial institution for firefighters, serving multi-generational firefighter families, with over 55,000 members, 800-plus fire departments and over \$2 billion in assets.

We keep it simple. It begins with financial products and services tailored to Fire Family needs and ends with old-fashioned, personalized service. At Firefighters First, legendary service is more than a goal; it is our mission.

We offer you:

- 24/7 banking. Connect to all the services you use most with online banking and the FireFirstCU app
- Fast and easy access. Find 30,000 surcharge-free CO-OP ATMs and 5,000 shared branches nationwide
- Loans and credit just for you. Easy online applications, less paperwork and quick decisions

We are Local to You: I am your Firefighters First local rep for the state of Texas. I can help you set up your personal banking accounts and connect you to other services, such as loans and credit. I am ready to discuss credit union membership benefits at your next union meeting or new recruit class. I can even visit you at the station.

Local to You, Loyal to the Fire Family: Born and raised in Georgetown, I love calling Texas home. After graduating from Texas State, I focused on building my career with a local credit union and became passionate about helping members make their personal finances work for them.

I have advocated for the community through financial education presentations and participated in various civic organizations. Whether I'm volunteering at a local elementary school event, delivering donated holiday gifts to families in need or staying late to help a member understand their credit score – I strongly believe in people helping people!

Not a member yet? Check out your new member benefits:

- Earn \$100 when you open a checking account with direct deposit¹
- Take a 0.50% APR New Member Discount on any fixed-term loan²
- Get a Free Checkup of your coverage with Firefighter Insurance Services³
- Receive a Free Review⁴ of your deferred comp, 401(k) and college savings plans

To start your membership today, please call me directly at 512-650-7659, or email me at ARushing@FireFirstCU.org.

This Credit Union is federally insured by the National Credit Union Administration.

¹ Offer limited to new Firefighters First Credit Union members only, valid for six (6) months from the opening date of membership. Spousal accounts are excluded. This offer can be combined with other offers. Minimum of \$1,000 per month in direct deposits for two (2) consecutive months is required to receive the \$100 incentive. Incentive will be paid within 90 days following the second consecutive month of at least \$1,000 in direct deposits. **Incentives are considered taxable income and may be reported on IRS Form 1099-INT.** Rates subject to change after account opening. Fees may reduce earnings on account. No minimum balance required to open the account.

² Offer limited to new Firefighters First Credit Union members only and is valid for one (1) year



Allyson Rushing
Firefighters First Credit Union
 P.O. Box 60890
 Los Angeles, CA 90060-0890
 (512) 650-7659
 ARushing@FireFirstCU.org

(12 months) from the opening date of membership. Spousal accounts are excluded. A limit of one discount per household. This offer cannot be combined with any other offers. 0.50% APR loan discount applies to all fixed consumer loans including: autos, motorcycles, boats, motor homes, travel trailers, dirt bikes, ATVs, and signature loans. Excludes VISA® credit cards, mortgages, lines of credit, and share-secured loans. All loans are subject to credit approval and are subject to Credit Union policies and procedures.

³ Firefighter Insurance Services (#0687848) is not insured by NCUA.

⁴ Non-deposit investment products and services are offered through CUSO Financial Services, L.P. ("CFS"), a registered broker-dealer (Member FINRA/SIPC) and SEC Registered Investment Advisor. Products offered through CFS: **are not NCUA/NCUSIF or otherwise federally insured, are not guarantees or obligations of the credit union, and may involve investment risk including possible loss of principal.** Investment Representatives are registered through CFS. The Credit Union has contracted with CFS to make non-deposit investment products and services available to credit union members.





FirefightersFirst
CREDIT UNION

At Firefighters First Credit Union,
legendary service is more than a goal;
it is our mission.



Firefighters First Credit Union is the largest credit union in the country that serves firefighters and their families exclusively. Discover a simpler, more rewarding banking experience.

24/7 Access

Find all the services you use most in mobile and online banking

- *Move money*
- *Make payments*
- *Deposit checks remotely*

Fast and Easy Banking

Connect to 30,000 surcharge-free ATMs in the CO-OP network nationwide

- *Checking with a free debit card*
- *Savings & Money Market accounts*

Loans Just for You

Get competitive rates, easy online applications and quick decisions

- *Home, auto & toy loans*
- *Visa Signature® credit card with unlimited 2% cashback*

Not a member yet?

Call **Stacey Miller** at **626-437-2982**,
or email her at **SMiller@FireFirstCU.org**.

TAFPAC



PRESIDENT'S COUNCIL

TSAFF EXECUTIVE BOARD and TRUSTEES

John Riddle, Brandon Day, Aidan Alvarado, Pete Martinez, Mark Medrano, Beau Simpson, Bobby Whiteley, Bill Crews, Michael Glynn, Mike Silva

TSAFF STAFF

Chase Frugé, Glenn Deshields, Erin Powers

ABILENE 1044 – Jimmy Hall

ARLINGTON 1329 – Curtis Dunn

BEAUMONT 399 – Jeffery Nesom

BRYAN 1204 – Daniel Buford

BURLESON 4025 – Mike Jones, Carlos Martinez

CONROE 2731 – Gordon Mizrany, Lloyd Sandefer

EL PASO 51 – Jay Nicholson

GALVESTON 571 – Mark Morgan, Jr.

GARLAND 1293 – Kevin Paige

HURST 4660 – Cody Lammons

KELLER 3731 – Alan Jacobs, Kendell Nivens

LAREDO 872 – Albert Chapa

LUBBOCK 972 – Jimmy Bacon, Todd Jordan, Jack Todd

McKINNEY 2661 – Steve Dorris

MISSION 3609 – Mauricio Esquivel, Leroy Garcia, Robert Lopez

ODESSA 1665 – Tyler Houchin

PLANO 2149 – Nathan Fisk, Wes Holland, Chris Lammons, Johnathan Lawson, Brad McCutcheon, Jaime Reyes, Chris Willits

WOODLANDS 3846 – Erik Secrest

CAPITOL CLUB

ARLINGTON 1329 – James Studer

GRAND PRAIRIE 3255 – Jeff Baldwin

IRVING 2073 – Daniel Rozier

LEANDER 4298 – Daniel Kramer

LUBBOCK 972 – Barry Ross

McALLEN 2602 – Oscar Salinas

MISSION 3609 – Juan Villarreal

RED OAK 4533 – Tanner Schlottman

WICHITA FALLS 432 – Keith Morton, Al Vitolo

PLATINUM

BEAUMONT 399 – Brian Hebert, Louis Hebert

CONROE 2731 – Cory Neitzel

CORPUS CHRISTI 936 – Carlos Torres

FORT WORTH 440 – Skyler Ainesworth, Alton Bostick, Clint Brewer, Mike Drivdahl, Kevin Fellers, Rob Gibson, Brian Kriss, Gill Lyddane, Alan McClain, Cary Patterson, Thad Raven, Zac Shaffer, Scott Streater, J.R. Sullivan, Ryan Zelazny

GRAND PRAIRIE 3255 – Jason Farris

KELLER 3731 – Emily Barbeau, Gage Forrester

LUBBOCK 972 – Mark Belcher, Wes Brendle, Chris Draper, Samuel Hohbein, Randy Lammons, Abi Morales

MANSFIELD 3599 – Trey Wells

MARSHALL 906 – Johnathan Wilson

McALLEN 2602 – Hector Bourbois Jr.

MIDLAND 4405 – Eric Stewart, KC Ward

MISSION 3609 – Homer Salinas

PLANO 2149 – Monte Allred, Mike Boatman, Nick Bottoms, Joshua Clouse, Richie Floyd, Laddin Gillespie, William Huth, Brian Ingram, Gerald Majka, Jeff Moberley, Chris Scheu, Jeremy Vandergriff, Brandon Whitney

TYLER 883 – Hector Nunez

WOODLANDS 3846 – Doug Adams, Paul Taylor

GOLD

ALLEN 3453 – Greg Truitt

BAYTOWN 1173 – Victor Medrano

COPPELL 3178 – Matthew Uppole

DENTON 1291 – Jason Ballard, David Becker, Brian Boone, Lonny Britten, Brian Cox, Charles Dillard, Mark Dora, Mark Fleniken, Brian Glenn, Ken Gold, Chuck Goodman, Mike Holdsclaw, John Jones, Brad Lahart, Carey McAdoo, Mathew Mitchell, Ward Morton, Chris Phillips, Ryan Poyner, Luke Scholl, Jason Small, Mike Tucker, Bert Witherspoon

FORT WORTH 440 – Benjamin Brackett, Joe Crawford, Caleb Crow, Richard Harrison, Kurt Howard, Tim Johns, Donald Johnson, William MacQueenette, Laterrance Majors, Ronald Mills, Andre Milton, Jason Myers, Ray Russell, Jerry Stafford, Landon Stallings, Pat Vasquez, Mike Walters, Chad Ward, Don Westmoreland

GARLAND 1293 – Wesley Brown, David Caldwell, Colton Carson, Jerry Click, Alec Cooksey, Jake Dale, Stephen Gulledege, Tyler Little, Chad Purcell, Donald Waddle

HOUSTON 341 – Gabriel Dominguez

KELLER 3731 – Michael Grossman, Charles Hardy, Charles Mitchell, Rudy Ponce, Scott Pritchett, Brandon Reaves, Christopher Reese, Ron Wilson

LUBBOCK 972 – Dillon Allison, Blake Ball, Matt Bennett, Travis Bouffard, Dustin Brown, Ryan Davis, Michael Eberle, Brian Faz, Chad Ford, Michael Fraga, Richard Garcia, Wade Gipson, Kevin Goldston, Phillip Grandon, Zane Grothusen, Preston Hammonds, Gordon Haynes, Cade Holt, David House, Kevin Ivy, Coy Johnson, Lyle Jones, Collin Kattner, Perry Killman, John Kruczek, Randy Lammons, Brandon Lossolla-Stafford, Stephen Marquez, Daniel Moser, Ian Mounce, Charlie Neely, Justin Ochoa, Shane Parker, Kaleb Pounds, Bradon Ross, Stan Roy II, James Salazar, David Singletary, Christopher Smith, Justin Smith, Ronnie Tyson, Keegan Voos, Jeff Webb, Stacy Whorton, Ryan Wied, Nick Wilson

MCALLEN 2602 – Oscar Salinas

ORANGE 1432 – Gregory Gravett

PFLUGERVILLE 4137 – Michael Anderson, Sean Dreas, Chris Jones, David Kilventon, Adam Tabor

PLANO 2149 – Patrick Amoroso, John Barrett, Troy Berry, Anthony DiMarco, James Harris, Nicholas Kalina, Clayton Lane, Chris Larue, Chris Mougia, Josh Pitcox, Michael Reed, Mathew Sutphin, Brandon Williams

SILVER

ARLINGTON 1329 – Jayson Wittmayer

BROWNSVILLE 970 – Joseph Huerta

CONROE 2731 – Matthew Barnes, Jake Booker, Dylan Casper, Clinton Ferrell, Matt Francis, Michael Genoves, Marco Guillen, Joshua Hamilton, Adam Hunsaker, Kevin King, Cody LeCroy, Michael Margraff, Trevor Mathis, Tim McNeill, Joe Miller, Gordon Mizrany, Chase Morgan, Ryan Mullinax, Kevin Murphy, Blaine Pyles, Jakob Robinson, Phillip Roy, Zachary Simmons, Kevin Smith, Steven Suarez, Jason Tucker, John Turner, Ryan Vanden Hul

FORT WORTH 440 – Craig Bope, William Cadman, Jeff Dewitt, Steve Walker, Jerry Webb

GARLAND 1293 – Robert Madsen

KELLER 3731 – Joaquin Castendeda, Greg Hewitt, Bobby Goolsby, Eric Kurfefs, Aaryn Maloney, Dillon Mello, Clayton Smith

LUBBOCK 972 – Thomas Alonzo, Jason Bobo, Jimmy Bond, Cody Buck, Cory Buck, Gavin Daniel, Jeremiah Edwards, Daniel Garvin, Blake Gibson, Tony Guerrero, Shane Hudson, Jason Jaquess, Chris McAllister, Cory McLaurin, Samuel Meyer, Jacob Michaels, Zachary Mize, Ricky Murphy, Steven Nelson, Michael Parkinson, Dustin Provence, Kurt Sparks

PFLUGERVILLE 4137 – Brian Lucas, Rob McGrew, Tim Moellenberg, Danny Timmons

PLANO 2149 – Jeremy Engel

BRONZE

ARLINGTON 1329 – Ariel Ayerdis, Javier Benitez, Luke Burgdorf, Caleb Cabellero, David Christie, Shawn Corder, Juan Cruz, Max Duncan, Tim Fortner, Nikolaus Gates, Todd Gittins, Shawn Graham, Eric Gray, Mikle Hartz, Carter Hawk, Juan Herrera, Scott Hofstrom, Jason Horne, David Humphreys, Jody Keeler, Davon Landers, Kevin Leverette, Joseph Markham, Edward Montague, Andy Neylon, Adam Osicka, Jacob Parnell, Jonathan Patten, Christopher Prendergast, Cameron Pullar-Knight, Sergio Rivas, Justin Robinson, Samuel Rochin, Adrian Rojas, Gustavo Salcido, Tyler Sassar, James Thompson, Nathan Toland, Rowdy Vaquera, Tyler

Walker, Zachary Waters, Brady Weaver, Colton Williams, Adrian Velasquez, Ronald Wright

BROWNSVILLE 970 – Mario Guerrero, Sean Hemmingway

CONROE 2731 – Tyler Becker, Charles Bruner, James Conlee, Kain Dodd, Lane Fajkus, Thomas Garvey, Joshua Johnson, Brockton King, Richard McNiece, Chad Merillat, Matthew Perkins, Dane Schwarz, Donald Staton, Robert Woolery, Joseph Maddox, Ryan Shely, Casey Thompson, Bryce Zachary

FORT WORTH 440 – Jerry Bays, Tony Blythe, David Booker, Mark Davidson, Brad Fowler, Michael James, Joe Jones, Nick McDowell, Kyle Short, James White

GARLAND 1293 – Michael Capak, Jared Head, Cody Ray, Jeff Treece,

KELLER 3731 – John Bennett, Cody Cabeen, Tony Caruthers, Brad Daugirda, Scott Finch, Zachery Lawson, Steve Rimko, Christopher Sanchez, Jordan Seiger, Cory Schumate, Kenneth Thompson

LUBBOCK 972 – Chase Addington, Angelica Aldape, Kyle Bailey, Lance Baker, Dexter Baker, Adam Baker, Ira Dexter Baker IV, Aaron Banks, Chris Banks, Trevor Barker, Derek Bilberry, Aaron Blanco, Reece Brazil, Joshua Burkett, Chad Burnett, Matt Caldwell, Brandon Caldwell, Chyla Carey, Jerry Castro, Casey Chance, Richard Christopher, Jeffrey Clark, Patrick Cockerell, Robert Cope, Benjamin Cothran, Wesley Crumpler, Kasey Davis, Jackie Dufek, Elliot Eldridge, Tanner Ezell, Doug Flanigan, Brannon Foerster, Eric Fransen, Christopher Garza, Matthew Gass, Colton Glenn, Jeremy Goodlett, Brian Gross, Russell Hale, Trevor Hall, Lance Hamilton, Tyler Harendt, Shawn Harris, Patrick Hart, Jason Henry, Chris Hernandez, Daniel Holdman, Brad Jones, Lee Jones, Michael Jones, Kris Kelly, Chandler Kenady, Jarrod King, Justin Koontz, Marvin Laxson, Joey Lenox, Brad Long, Jase Loveless, Lane Luna, Eric Mahan, Walker McKinnon, Jason Meurer, Michael Mills, David Mooney, Cody Nelson, Chris Norman, Lee Oles, Dustin Oliver, Christopher Osborne, Mario Parras, Joshua Patterson, Cory Powell, Brady Rasco, Benjamin Reed, Michael Richolson, Josh Rowin, Jimmy Scott, Evan Scrivner, Ryan Seales, Nathaniel Sells, Dusty Settle, Dillon Shaw, Clayton Shaw, Todd Simants, Jasper Smith, Doug Smith, Brian Stephens, Jarrod Sweetman, Curt Sydow, Jonathan Tunnell, Charlie Turner, Gary Vaughn, Kevin Vaughn, Trace Vaughn, Monte Vineyard, Joseph Wallace, Jordan Weaver, Mark Westfall, Jeremy Whitefield, Caleb Wischkaemper, Paul Woodruff, Larry Wright, Shannon Zant

PFLUGERVILLE 4137 – Alejandro Piedrahita

PLANO 2149 – Samuel McDonald, Matthew Nichter, Ronald Simmons, Brian Trammell

ROCKWALL 5057 – Michael Caffey

TAFPAC MEMBER

BIG SPRING 2922 – Chanley Delk

CONROE 2731 – Richard Balboa, Michael Barker, Clinton Brochtrup, Stephen Cottar, Branden Ferrell, Daniel Foster, Gregory Kasberg, Stephen Kolb, Thomas Maiden, Dustin McDonald, Tyler Meyer, Nate Mierzwa, Robert Paben, Dakota Savacool

LUBBOCK 972 – Landry Brown, Chad Crump, Jake McCain

PFLUGERVILLE 4137 – Treavor Stokes

TRIPLE PLAY

ARLINGTON 1329, CONROE 2731, FORT WORTH 440, MCALLEN 2602



JOIN TAFPAC TODAY

TAFPAC is the political action committee for the Texas State Association of Fire Fighters. We work with candidates and incumbents across the political spectrum – Republicans, Democrats and Independents.

Because no union dues ever go to political activity, we must stay politically active throughout Texas through TAFPAC. As long as elected officials and their appointees control the funding, regulation and management of the fire service, we must have a seat at the table – from city hall to the state capitol.

Please learn more and take a moment to join at www.tsaff.org.

PLEASE JOIN TAFPAC ONLINE
Visit www.tsaff.org

or print this page and mail application and payment to:
TAFPAC, 1106 Lavaca Street, Suite 100, Austin, Texas 78701

NAME: _____

TELEPHONE: _____

(circle one) home/cell work

ADDRESS: _____

EMAIL ADDRESS: _____

CITY ZIP: _____

LOCAL NAME/NUMBER: _____

President's Council \$720 Donation

PAC Attire, Legislative Roster Booklet, Name in Newsletter

- Annual Contribution - \$720.00
- Quarterly Contribution \$180.00
- Monthly Contribution \$60.00

Shirt Size (circle one): SM MED LG XL XXL XXXL

Capitol Club \$480 Donation

PAC Attire, Legislative Roster Booklet, Name in Newsletter

- Annual Contribution - \$480.00
- Quarterly Contribution \$120.00
- Monthly Contribution \$40.00

Shirt Size (circle one): SM MED LG XL XXL XXXL

Platinum Member \$240 Donation

T-Shirt, Legislative Roster Booklet, Name in Newsletter

- Annual Contribution - \$240.00
- Quarterly Contribution \$60.00
- Monthly Contribution \$20.00

Shirt Size (circle one): SM MED LG XL XXL XXXL

Gold Member \$120 Donation

Legislative Roster Booklet, Name in Newsletter

- Annual Contribution - \$120.00
- Quarterly Contribution \$30.00
- Monthly Contribution \$10.00

Silver Member \$60 Donation

Legislative Roster Booklet, Name in Newsletter

- Annual Contribution - \$60.00
- Quarterly Contribution \$15.00
- Monthly Contribution \$5.00

Bronze Member \$24 Donation

Name in Newsletter

- Annual Contribution - \$24.00

TAFPAC Member \$23 or less

Name in Newsletter

One-Time Donation

I would like to make a one-time donation of \$ _____