2018 AFA Priorities and Enabling Actions

○ **Priority One** - Pension Protection
  ▪ **Enabling Actions**
    - Membership education and PAC Drive (see committee assignments)
    - State wide road trip to visit members within their own district (see committee assignments under legislative)
    - Develop new contribution plan for changing political environment

○ **Priority Two** - 4-Person Staffing
  ▪ **Enabling Actions**
    - Work toward City Council Ordinance on 4-person staffing
    - Fire Ops 101
    - Data Reports Displaying Staff Hours On-Scene for Fire Related Calls

○ **Priority Three** – City Council Elections
  ▪ **Enabling Actions**
    - Continue investments in the SPAC
    - Hire Political Consultant for Council elections
    - With AFA PAC Committee, develop campaign

○ **Priority Four** – Workplace Culture Development to Effect a more Positive and Inclusive Workplace
  ▪ Reboot AFA Human Relations (HR) Committee
  ▪ Invest in Human Relations Committee training and travel
  ▪ Educate AFA Members on Utilizing AFA as a resource when filling Harassment and/or other workplace complaints
  ▪ AFA Eboard to implement recommendations from AFA HR Committee when indicated

○ **Priority Five** – Oversee Policy Changes to Vehicle Accident Discipline and Non-Ops Transferability to Staff
  ▪ **Enabling Actions**
    - Management made a video during bargaining that promises substantive changes to the transferability and to stop routine discipline of vehicle accidents - Monitor and work with management to insure they comply with their promises
    - Primary monitoring by LMI Committee and LMI Sub-Committees

○ **Priority Six** – Facilities Projects
  ▪ **Enabling Actions**
• Continue to monitor progress on phase six of the locker room project
• Continue to lobby Council on critically needed fire stations
• Develop P3 (Public Private Partnership) to build needed fire station quicker and cheaper

❖ Priority Seven - Wildfire Division
  • Enabling Action
    • Increase actions to ensure that all prescribed burns within COA that are conducted by non-AFD COA personnel are under the command and control of AFA uniformed personnel.
    • Continue work on legislative action if this cannot be fix with COA policy change

❖ Priority Eight – EMS Merger Feasibility Study
  • Enabling Actions
    • Determine Membership Desire to Conduct Study
    • Set goals and objectives
    • Staff committees to meet goals and objectives

❖ Priority Nine – Promote Programs to Assist Firefighter’s with the Emerging Health Concerns of PTSD and Cancer
  • Enabling Actions
    • Develop resource web page on www.Local975.org to educate the firefighters about the issues of PTSD and Cancer
    • Make it a priority of the Join Labor/Management Health and Safety Committee to develop and adopt policies that will:
      • For PTSD, treat this disease as non-punitive and develop policies both within AFD and COA HR that will assist the firefighter with treatment.
      • For Cancer, make changes to COA HR cancer treatment policies that will allow firefighters diagnosed with Cancer to be covered under Worker Compensation