2019 AFA Priorities and Enabling Actions (proposed)

- **Priority One - Pension Protection**
  - **Enabling Actions**
    - Membership education and PAC Drive
    - State wide road trip to visit members within their own district
    - Continue Legislative staff lunch program

- **Priority Two - 4-Person Staffing**
  - **Enabling Actions**
    - Work toward City Council Ordinance on 4-person staffing
    - Prepare for 2020 delivery of Fire Ops 101

- **Priority Three – City Council Elections**
  - **Enabling Actions**
    - Continue investments in the SPAC
    - Evaluate performance of Political Consultant for future use
    - Evaluate different political polling tools

- **Priority Four – Workplace Culture Development to Effect a more Positive and Inclusive Workplace**
  - Invest in the AFA Human Relations (HR) Committee
  - Develop recurring education and communication plan that promotes a safe, respectful and inclusive work place for all Firefighters
  - 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 – Promote Programs to Assist Firefighters with the Emerging Health Concerns of PTSI and Cancer**
  - **Enabling Actions**
    - Develop resource web page on www.Local975.org to educate firefighters about the issues of PTSI (formerly known as PTSD) and cancer.
    - Make it a priority of the Joint Labor/Management Health and Safety Committee to develop and adopt policies that will:
      - For PTSI, 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 Workers Compensation.
Additional Priorities:

- **Membership Communication**
  - Annual / Bi-annual Survey
  - Research and implement enhanced membership communication delivery methods
  - Build media room

- **EMS Merger Feasibility Study**
  - **Enabling Actions**
    - Work towards creating a membership directed Fire/EMS feasibility study
    - Set goals and objectives
    - Staff committees to meet goals and objectives

- **Continue to have AFA Workers Comp Committee pursue reasonable and necessary treatment of Firefighters for all job related injuries/illness.**
  - Continue monthly meetings
  - Work on Firefighter case studies to show City leaders examples of injured FF’s that did not receive reasonable and necessary treatments afforded them under the law
  - Continue to monitor industry trends, best practices and scientific data
  - Invest in education and training for Committee members

- **Monitor 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
    - A lot was accomplished in 2018 towards satisfying this priority but the Policy changes need to be closely monitored.

- **Facilities Projects**
  - **Enabling Actions**
    - Continue to monitor progress on phase five and six of the locker room project
• Funding for 5 stations was approved and a design/build contractor was hired to construct the critically needed fire stations.
• Continue to monitor City Council's commitment to building 5 critically needed fire stations within 6 years using certificates of obligation.

  o Wildfire Division
    * Enabling Actions
      • 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.