2020 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** – Preserve FF Benefits & Citizen Service Delivery Under SB2
  - **Enabling Actions**
    - Prepare to defend from potential impacts from COA 3rd Party Efficiency Study
    - Prepare for potential campaign to increase COA revenue cap to provide for FD budget to maintain
      - Fire Station, 5 in 6 years, program
      - Other needed service enhancements

- **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:**

- **EMS Merger Feasibility Study**
  - **Enabling Actions**
    - Complete feasibility study in early 2020
    - 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 Councils commitment to building 5 critically needed fire stations within 6 years using certificates of obligation.
- Ensure the neighborhoods where Fire Stations shut down for extensive renovations receive temp stations to cover services

  o Wildland Urban Interface Issues
  - **Enabling Actions**
    - Ensure the agreement is upheld 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 to review agreed upon practices and recommend improvements as needed.
    - Provide as much oversight as possible to ensure that all prescribed fires performed within the City of Austin are operating with the highest level of safety for both our members participating and our citizens.
    - Support programs that will decrease the risk of Urban Interface fires occurring within the City of Austin and increases the effectiveness for response to these fires when they occur.
    - Support training programs that help ensure the safety of the membership during Urban Interface response.