

Committee's Working Document – Organizing & Field Services Program Review

As requested by President Martell and the Executive Board (EB), the Organizing and Field Services (O&FS) Committee convened to review the current program and recommend policy changes to ensure that the program is stable and sustainable for years to come. The O&FS budget was the area that raised the majority of concerns with the Executive Board. More specifically, we were asked to review the Staff Representative's salary and Consultants & Contingency line.

According to the current O&FS policy, "The policy will be reviewed bi-annually by the O&FS Committee. Any participating affiliate may submit recommendations for the program to the Chairman of the Organizing & Field Services Committee for the committee's review and action." To this date, the O&FS Committee has not received any recommendations from affiliates.

The Constitution and By-Laws charges the O&FS Committee with reviewing, considering and making recommendations to the Executive Board concerning policies, programs, and services offered, including proposals from the participating PFFM Affiliates, related to organizing and on-site affiliate labor-management services. The committee's jurisdiction includes:

1. Review current policies, practices, programs, services and publications pertaining to organizing and field services, including the IAFF's organizing and field service materials, programs and services available and/or provided to IAFF affiliates.
2. Evaluate standard operating procedures for onsite field services, including issues that qualify, method of deployment, expertise of personnel to be deployed, notification of assignments and deployment, PFFM's representative's preparation, record keeping and reporting.
3. Evaluate the opportunities for future organizing efforts in two areas – new locals and existing locals without 100% membership. Review and recommend updates for operating procedures for organizing new locals, including first contract assistance and providing other labor-management services to affiliates.

One of the concerns was related to the Staff Representative's salary. Until 2018, the Staff Representative, Michael Crouse, was not taking his full salary in order to build the surplus or Consultants & Contingency line in the O&FS program. The EB and Budget Committee believed it was time for the Staff Rep to start receiving his full salary. The previous Staff Rep, Bob Bourgault, was being compensated \$37,000 per year. Michael's salary for 2017 is \$13,020, \$23,980 short from where it should be. With the salary the Staff Rep is not taking and the unpaid service dues, the O&FS program was budgeted to have \$33,550 rollover into 2018. If the Staff Rep was being paid the appropriate salary and dues were paid up to date, the budgeted rollover on the Consultants & Contingency line would have been \$1,620. In order to make the current program sustainable and stable for years to come, we need to be rolling over more than \$1,620.

The committee has brought forward multiple recommendations after much discussion about ways to ensure that the program is stable and sustainable for years to come. The discussions involved ways that would adjust the current fees, limit the liability of the PFFM, keep costs reasonable for the affiliates, and look at the additional burden placed on the PFFM due to multiple contract within one Local.

So, the following are three options to facilitate a discussion regarding which direction the policy should be amended. Option 1 will eventually establish a contingency line equivalent to the 2017 budget while compensating the Staff Rep. Option 2 will compensate the Staff Rep and reduce the exposure/liability

while keeping the increase to the monthly fee at a minimum. Option 3 adjust the monthly fee from a per Local rate to per member rate.

Option 1

Tiered Service Levels

1. Two tiers
 1. Basic @ \$325 per month
 2. Advanced @ \$400 per month
 3. Mediation, Fact Finding, & Arbitration costs, along with representation, will only be available for Advanced Tier.
 4. The Advanced Service Level fee will be increased incrementally as described below.
 1. Effective January 1, 2019, the fee will be annually adjusted by 2%. Included in the fee below.
 2. Effective January 1, 2019, the fee will increase by \$25 to \$331.50.
 3. Effective January 1, 2020, the fee will increase by \$25 to \$363.63.
 4. Effective January 1, 2021, the fee will increase by \$25 to \$396.40.
 5. Effective January 1, 2022, the fee will increase by \$25 to \$429.83.
5. The Basic Service Level fee will be increased incrementally as described below.
 1. Effective January 1, 2019, the fee will be annually adjusted by 2%. Included in the fee below.
 2. Effective January 1, 2019, the fee will increase by \$25 to \$331.50.
 3. Effective January 1, 2020, the fee will increase to \$338.13.
 4. Effective January 1, 2021, the fee will increase to \$344.90.
 5. Effective January 1, 2022, the fee will increase to \$351.80
2. Individual 3 year contracts with each Affiliate.
 1. Affiliates may change service levels when renewing their Organizing & Field Services contract.
 1. During the contract period, Affiliates may go from Basic to Advanced at anytime but will have a twelve (12) month waiting period before being eligible to access Advanced Level benefits.
 2. Affiliate may go from Advanced to Basic at anytime unless they have accessed Advanced Level benefits within the last twelve (12) months.
3. Effective with the passing of this policy, all new affiliates will be requested to have only one contract per Local. If the Local wants multiple contracts, they would be charged a service fee for each additional Collective Bargaining Agreement (CBA). An example would be, an affiliate that wants two CBAs, a Firefighters and an Officers. That affiliate would pay \$400 for the initial monthly fee and \$400 for the second CBA for a total of \$800.

State Local, County Locals, or Locals Smaller than Six Members

- The monthly fee for participating in the Organizing and Field Services Program is one-fifth (1/5) of the Advanced Service Level fee per member per month.

Staff Representative and District Vice Presidents Pay Increases

- Currently, the Staff Representative is compensated with a \$33,687 salary and the District Vice President (DVP) is compensated with an office allowance and paid either hourly at \$15 per hour or per diem at \$120 per day which is defined as more than four (4) hours. In recognition that the current pay structure of the Staff Representative and District Vice Presidents, for work associated with the Organizing and Field Services Program, has not changed since 2012, the Committee deemed that a process should be in place that would implement small increase to the salary, hourly, and per diem rates.

The Committee laid out a plan to increase the salary and hourly rates over the next four years. Starting in 2019, the DVPs hourly rate would be increased by \$2.50 per hour for the next four years until it reached \$25 per hour. The per Diem rate would be increased by \$20 per day for the next four years until it reached \$200 per day. Starting in 2021, the Staff Representative's salary would be increased by 2% in 2021 and 2022.

	DVPs Hourly/Per Diem	Staff Representative Salary
2019 -	\$17.50/\$140.00	\$33,687.00
2020 -	\$20.00/\$160.00	\$37,000.00
2021 -	\$22.50/\$180.00	\$37,740.00
2022 -	\$25.00/\$200.00	\$38,494.81

Option 2

One Service Level with Reduced Service Coverage

4. The initial monthly fee is \$325.
 1. Effective January 1, 2019, the fee will be annually adjusted by 2%. Included in the fee below.
 2. Effective January 1, 2019, the fee will be \$331.50.
 3. Effective January 1, 2020, the fee will be \$350.88
 1. Added \$12.50 to the fee.
 4. Effective January 1, 2021, the fee will be \$360.96. Added \$3.00 to the fee.
 5. Effective January 1, 2022, the fee will be \$371.75
5. Added \$3.50 to the fee.
 1. The \$25 increase will be designated to the Emergency Dispute Fund (EDF).
 1. The EDF will increase by 2% each year.
 2. Access to the EDF, that is currently available in the policy but not funded, for affiliates
6. The program will not pay for Fact Finding or Arbitration costs. That will be at the expense of the individual Locals. The program will still assist in preparing for and presenting outstanding issues.
7. Effective with the passing of this policy, all new affiliates will be requested to have only one contract per Local. If the Local wants multiple contracts, they would be charged a service fee for each additional Collective Bargaining Agreement (CBA). An example would be, an affiliate that wants two CBAs, a Firefighters and an Officers. That affiliate would pay \$400 for the initial monthly fee and \$400 for the second CBA for a total of \$800
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The Committee laid out a plan to increase the salary and hourly rates over the next four years. Starting in 2019, the DVPs hourly rate would be increased by \$2.50 per hour for the next four years until it reached \$25 per hour. The per Diem rate would be increased by \$20 per day for the next four years until it reached \$200 per day. Starting in 2021, the Staff Representative’s salary would be increased by 2% in 2021 and 2022

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Option 3

Per Capita Rate

1. The Service Level fee will be changed to a per capita rate (per member).
 1. Effective January 1, 2019, the per capita rate will be \$10.50.
 2. Effective January 1, 2020, the per capita rate will be \$11.50
 3. Effective January 1, 2021, the per capita rate will be \$12.50.
 4. Effective January 1, 2022, the per capita rate will be \$13.50
 5. Effective January 1, 2023, the rate will be annually adjusted by 2%.

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