



**ATLANTA PROFESSIONAL
FIREFIGHTERS**

IAFF LOCAL 134



Goals for FY2025

- Work with the Fire Chief to reduce the call volume per apparatus, specifically the Engines and Trucks
- Continue to partner with HR Commissioner and her team to increase efficiency and communication.
- Build stronger relationships with other department heads that directly impact AFRD.



Requests from leadership for FY2025

- Overtime policy
- Out of Class policy
- Health and Wellness
- Equipment and Stations
- Increase Communication
- Firefighters Mediation Act



OVERTIME POLICY

**Should OT be 1.5x your
rate, regardless if you
take paid leave?**

100% Yes

Hazard Comp Time

**Only 4.5% responded
they plan to “cash out”
any remaining hours.**

**95.5% plan to take the
hours as leave.**

Pay Cycle and Overtime Calculations

- All hours worked outside of the employee's normal schedule to be 1.5x the rate.
- Allows our firefighters to use the Hazard Comp Time.
- Already a policy by a COA employee group.
- Reduce the pay cycle from current 212 hours and 28 days to 14 days and 106 hours.

This would be our “ask” in the collective bargaining process.



2024

FEBRUARY

CALENDAR YEAR

CALENDAR MONTH

MONDAY

FIRST DAY OF WEEK

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29	30 24	31 108	01	02 24	03	04
05 24	06	07	08 24	09 120	10	11 24
12	13	14 24	15	16	17 24	18
19	20 24	21	22 108	23 24	24	25
26 24	27	28	29 12 12	01	02	03 24
04	05	06 24	07 108	08	09 24	10

OUT OF CLASS POLICY

Out of Class Policy

- **Thousands of hours dedicated to solving over 150 out of class submissions. We have around 30 remaining.**
- **The current policy is outdated and creates unnecessary work for both the IAFF, HR, and Payroll.**
- **The payrate should be changed or out of class should be paid within each pay cycle.**



HEALTH AND WELLNESS

FIREFIGHTERS HAVE AN INCREASED RISK OF THESE CANCERS:

Leukemia - 14%

Colon Cancer - 21%

Prostate Cancer - 28%

Brain Cancer - 32%

Malignant Melanoma - 32%

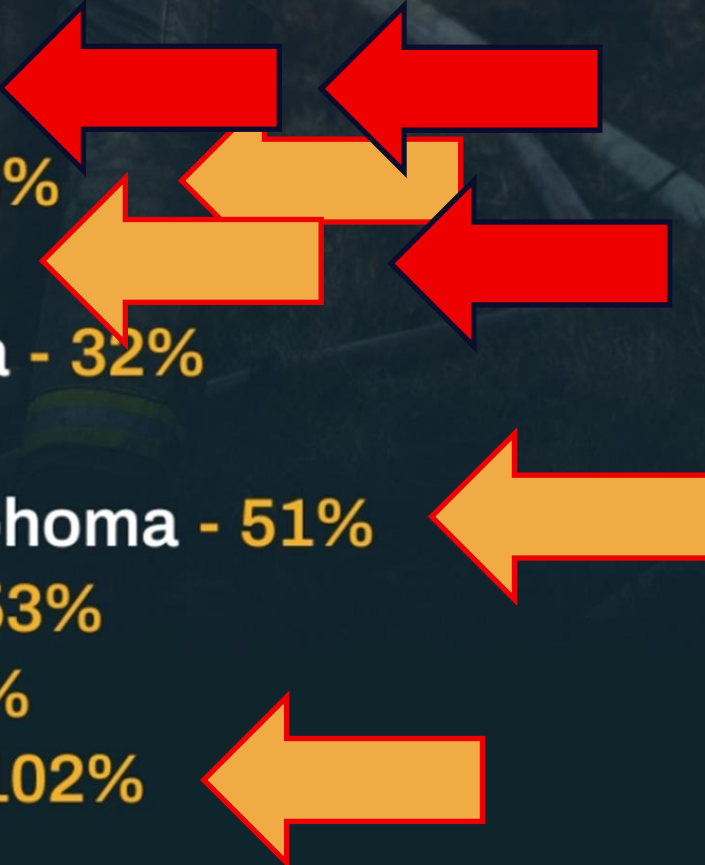
Skin Cancer - 39%

Non-Hodgkins Lymphoma - 51%

Multiple Myeloma - 53%

Mesothelioma - 100%

Testicular Cancer - 102%



IARC MONOGRAPHS VOL. 132: OCCUPATIONAL EXPOSURE AS A FIREFIGHTER

Occupational exposure as a firefighter is **carcinogenic to humans (Group 1)** on the basis of **sufficient evidence for cancer in humans**



The IARC Monographs classification indicates the level of certainty that an agent can cause cancer (*hazard identification*)

Higher level of certainty Lower level of certainty



Cancer types with **sufficient evidence** for cancer in humans:



Cancer types with **limited evidence** for cancer in humans:



Strong mechanistic evidence in exposed firefighters



Exposures of firefighters include combustion products, diesel exhaust, building materials, asbestos, chemicals, shift work, ultraviolet radiation



Firefighters respond to various types of fire



Structure



Wildland



Vehicle

Firefighting occupation has been classified as carcinogenic to humans.

Call Reduction

IOJ

ADHD

CANCER

HEART ATTACK

STROKE



EQUIPMENT AND STATIONS

EQUIPMENT AND STATIONS

- Increase communication with fire station design and rebuild timeline
- Continue the investment in apparatus
- Equipment already in FY2025 Budget-
Extrication, Thermal Imaging, Personal Protective Equipment



EQUIPMENT AND STATIONS

COA must purchase
fire apparatus
annually



ISO RATING

1

\$1,430

*Based on quotes received in 2021. 1600 sq.feet

ISO RATING

3

\$1,710

*Based on quotes received in 2021. 1600 sq.feet

AFRD Engine Responses 2005

30

Engines

49,000

Incidents

1,633

Average Per Engine



AFRD Engine Responses 2019

31

Engines

85,636

Incidents

2,762

Average Per Engine



AFRD Truck Responses 2005

13

Ladder Trucks

11,140

Incidents

857

Average Per Truck



AFRD Truck Responses 2019

14

Ladder Trucks

24,023

Incidents

1,716

Average Per Truck



Dash Cam

- Request inward camera be covered
- Request microphone be deactivated
- The company has covers for the inward camera
- No other local FD has inward cameras
- APD does not have inward cameras
- We can transport patients in our apparatus
- The apparatus cab is not a public space



Funding for Equipment

SENATE BILL 153

- **Supported by GMA**
- **Finance Committee 2023**
- **Must originate in the House**
- **Benefits the lease holder/ owner**
- **COA Revenue- \$15 million annually for public safety, including public safety debt.**



Taylor Swift Concert

3 concerts

65,000 seats

Total Ticket Sales \$213,364,416.00

3% = 6.4 million

2% = 4.27 million to COA



What can COA purchase for 4.27 million?

2 Trucks

or

4 Engines



Educational and Non-Profit Partners



Emergency Management

- Increased footprint
- High Fire Risk
- Police provided by the institution.
- Fire and Rescue services provided by AFRD.
- Multiple cities in U.S. contract with large institutions and large non-profits for fire protection.
Tuscaloosa, Oxford, Gainesville, etc.



FIREFIGHTER

MEDIATION ACT



**IN 1971,
VICE MAYOR MAYNARD
JACKSON AND
ALDERMEN MARVIN
ARRINGTON INTRODUCED
COLLECTIVE BARGAINING
LEGISLATION FOR
FIREFIGHTERS.**



**THE
LEGISLATION
PASSED OUT OF
COMMITTEE
BUT FAILED AT
FULL COUNCIL**

**THEN, IN 2021, 50
YEARS LATER, ATLANTA
FIREFIGHTERS WORKED
WITH CITY COUNCIL TO
PASS THE
FIREFIGHTERS
MEDIATION ACT**

**THIS EFFORT WAS
SPEARHEADED BY
COUNCILMEMBER
ANDREA BOONE**



Contract Timeline

- **1. Vote as soon as possible. The Local 134 can hold the vote but we need approval from the administration. The vote must have AFRD official communication.**
- **2. Negotiate the Contract with the HR Commissioner and the Fire Chief.**

Benefits of a CBA



Savings of \$400,000 Annually

Current MOU's

- **The city has two MOU agreements with employee groups**

We estimate the contract negotiations will last 30-45 minutes.

Summary

- **Change a few policies**
- **Continue investing in equipment**
- **Cancer screenings**
- **Get the vote, Complete the Contract**





Thank You!!

CHIEF OF STAFF Odie Donald

COO Lisa Benjamin

CFO Mohamed Balla

COMMISSIONER Tarlesha Smith

All civilian employees



Thank You!!

Fire Chief

Rod Smith



Thank You!!

**Honorable Mayor
Andre Dickens**



Questions