

# BALTIMORE FIRE OFFICER

LOCAL 964

--STAFF--

STEPHAN G. FUGATE -- TOM NOSEK

*By and For the Professional Fire Officer*

IN UNION

THERE IS STRENGTH

Volume VIII, Issue 1

February/March 2008

## From the Desk of the President

*By Stephan G. Fugate*

### Captain Donald W. Hubbel

Of all the issues of concern and angst to our members and the Local, we are all often reminded how comparatively insignificant they might be. And so it is that we regret to announce the Line-Of-Duty Death of Captain Donald W. Hubbel, Rescue One and extend our most sincere sympathy to his family, friends and colleagues.

Captain Hubbel succumbed to a heart attack on Friday, February 1, 2008 less than a day after participating in aggressive, in-service training at our Fire Academy. As Unit Commander of Rescue One and an integral member of the SRO Team, Captain Hubbel will be sorely missed and not easily replaced.

Captain Hubbel leaves behind his wife, Diane and five children; Amanda, Nicholas, Tabitha, Michael, and Andrew. Ironically, Nicholas was to receive his certificate and badge from his Dad at BCFD Fire Academy graduation ceremonies merely hours after his Dad's death. Nicholas will now begin his official career in OUR Department without his Dad's physical presence, but we are confident that he will always be there and so will his new "family" to be sure.

### Promotional Exam Debacle

If asked to list the issues that I believe would or could divide our Union

Local membership in a potentially destructive manner, I would be hard-pressed to come up with a very long list. Such a list might include political endorsements, negotiations, internal Union elections and possibly direct involvement in the now pending selection of a new Chief. Call me naïve or short sighted, but the conduct of a promotional exam would likely not appear on such a list but would surely not make any top ten.

Decades of experience have shown that, while not perfect, our promotional testing and selection process is about as good as it gets. Surely, there have been problems over the years the most memorable of which was the "bracelet issue" in 1974 and one could argue that the quality and content of examinations has varied rather dramatically but vastly improved in recent years. Of course, there was also a brush with controversy in 2003 and while the ultimate resolve was less than satisfactory by any standard, it too has melded into a lesson learned saga with little lasting effect.

Alas, however, the events beginning on June 2, 2007 and continuing to this very moment have created a potential for the demise of an organization that will celebrate sixty years of service on the 20<sup>th</sup> of this month. If that sounds like an overstatement, read on and tell me I'm wrong if you think I am; I'll be very happy to hear that.

If, in fact, I am even nearly correct in my assessment of the significance of this issue, it is critically important to know and understand what your Union Local did and didn't do. As you would expect, the Local had NO involvement or input in test development, scheduling or conduct and our ONLY concern, as always, was that the tests were given in

a timely manner being mindful of the expiration of the then existing lists on July 2, 2007. Aside from the occasional concerns over eligibility cut-off dates and the like, the Local appropriately takes a "hands-off" approach to the testing process and limits its activities to addressing member complaints after-the-fact. And shortly after-the-fact, that is soon after June 2, 2007, allegations of testing irregularities surfaced and spread through the Department as rumors of-ten do.

Dramatically fueled by Internet bulletin boards, including our own Forum, the rumors persisted and seemed to climax with the release of the official lists on July 2, 2007. And it was sometime in early July that the Union was asked to join the Department in seeking some official review of the allegations that by then had acquired individuals' names. By then, we had also received many verbal and a few written complaints from members, and it was clear that the issue had taken on a life of its own.

Clearly aware of the serious nature and potential consequences of ANY reaction by the Local, it was determined that the entire Executive Board should decide whether or not to do anything at all and, if so, what that might be. At a meeting on July 9, 2007, the entire Executive Board voted unanimously to authorize that a letter be sent to the Mayor and to DHR supporting what we were told was the Department's already expressed desire to conduct an investigation of our members' concerns.

As it happened and unknown to us, the Mayor's Office was already involved and had in fact had already directed the

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## From the President's Desk....

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Inspector General to investigate. To be clear, it was indeed our intent to express, in writing, our support of an investigation, but the investigation had already been ordered without our input. It was merely the July 4<sup>th</sup> holiday that delayed our Executive Board meeting to a point when the proverbial barn door was open before we had an opportunity to officially weigh in.

In a subsequent discussion with then Chief Goodwin, it was agreed that the lists certified and published on July 2, 2007 would be "frozen" until the Inspector General completed its investigation and that too was the consensus of the entire Executive Board. Part of that agreement, by the way, was that any vacancies occurring while the lists were frozen would ultimately be filled from the appropriate lists with full back-pay and seniority. It might also be important to note that NOTHING in this regard was reduced to writing and that only verbal agreements were made with the Fire department and there were NO agreements of any sort with the Mayor's Office or DHR.

There's no denying that an investigation of the sort undertaken by the OIG is time consuming and potentially exhaustive in nature and, again, maybe we were naïve, but we did NOT expect for it to take as long as it ultimately did. It was not, however, until Friday, November 30, 2007 that the results of the OIG investigation were released to the public and thus the Unions, wherein a total of six members were identified as having "cheated" and both exams were characterized as generally "compromised" based upon a number of concerns regarding testing policies and procedures.

Coincident with the release of the OIG report, Mayor Dixon directed both Fire Chief Goodwin and the Director of DHR, Gladys Gaskins, to submit recommendations for action. That directive was aimed at helping to determine what action(s) should be taken regarding everything from the standing of the certified lists to the disciplinary action (if any) that members implicated in the OIG report might suffer or be subject to. Leav-

ing the individual personnel issues aside for the time, Chief Goodwin's recommendation included retaining the promotional lists certified on July 2, 2007. Ms. Gaskins, however, urged for the de-certification of the July 2, 2007 lists and a "re-test" wherein everyone who participated in the June 2, 2007 exams would be eligible except for the six members who stood accused of cheating. As we all know by now, the Mayor sided with Ms. Gaskins and a re-test is now scheduled for March 15, 2008 with participants limited as she suggested. But that it were so simple.

Surely the issue of a re-test versus maintenance of the lists certified on July 2, 2007 is not the *only* problem to arise from this situation, but it is the one affecting the largest number of members and quite possibly the one having the most variation of opinion. There are at least FIVE "camps" or groups whose members from both Locals advocate varying scenarios or remedies to the problems that have, as I've said, now taken on a life of their own.

1. There are those who want a re-test but they want participants limited to those who actually passed the original exam which would dramatically limit the field of competition. Such an approach to qualification has never been taken before and would amount to something of a preliminary or qualifying exam merely to determine eligibility for the "real" test. Beyond that, the average score on the Captain exam was 60.23 and 48.24 for the Lieutenant exam so then what is a passing score?

2. There are those who want a re-test to include everyone (except perhaps for the accused) which is precisely what has been determined as a course to follow by DHR and endorsed by the Mayor. Such an approach presumes that the entire exam process was compromised to a degree that the results should be thrown-out and the exams redone in total. It may be that in a scenario where original scores were not known and lists had not been released or made public, that would be appropriate IF wide-spread and general compromise had also been proven in the Inspector General's report. That is simply NOT the case, however, and the potential for compromise cited is so vague and so clearly unsubstanti-

ated that it simply does not support such a conclusion.

Beyond all of that, the lists were certified and published and many members can now rightly anticipate what amounts to an assurance of promotion given historical and consistent trends in attrition. The bottom line in this suggested "resolve" is that there was absolutely NOTHING any different in the conduct of the '07 exams than in similar bi-annual exams dating back to 1999 at the least. There is absolutely NO proof of compromise to any substantive degree and our view, quite simply, is that the lists certified on July 2, 2007 should stand.

3. Next, and this is where the extreme begin to surface, there are those who advocate a re-test but propose that anyone who has become eligible since the original closing date of April 20, 2007 should also be permitted to compete. The only logic to support such a theory is that should a new list from a re-test not be certified until, say May or June of '08 and that list would run for two full years for the date of posting, it would result in a nearly three year gap and deny those first-time eligibles an opportunity to compete for an additional year.

Doesn't sound like much, but we have a thirty year history of two year lists which should not be changed if only once and we agree. Even though we do NOT agree with or support the concept of a re-test and we are taking appropriate action(s) to prevent that, if we do not prevail in our position, the City has agreed that the new lists from any re-tests would expire on July 2, 2009, two years from the expiration of the previous lists. There are indeed existing vacancies already that will be filled from either the July 2, 2007 lists or the new lists, so the two-year window of opportunity will remain intact.

4. As stated earlier, the Unions agreed to freeze the July 2, 2007 lists until the investigation was completed and that resulted in the opinion of some a condition of having no viable promotional lists. Article 25 of our MOU requires the maintenance of promotional lists "... in all grades up to and including Shift Commander." And that promotions be made from those lists "... commencing with the following pay period," upon

creation of a vacancy. Article 25 also states that lists "...run for two years from posted date, and shall not be *extended* except by agreement of the parties." (emphasis added).

The confluence of those provisions with the reality of the new lists being frozen prompted yet another group to demand the re-opening of the old lists that expired on July 2, 2007 and resume promotions from those lists until the new lists (whichever they might be) were activated. First, the MOU allows for "extension", not re-opening and when an old list expires, it's over.

Though the Unions have never and likely will never agree to even an extension, there could be circumstances that might cause consideration, however unlikely. If, for example, there were some catastrophic event that all but shut local government down and prevented the development and conduct of exams, maybe the extension of lists would be an option worthy of consideration. But since we're talking something like nuclear conflict, perhaps promotions might be of minor concern.

In addition, those who would have the old lists re-opened seem to hold the MOU language of "...except by agreement of the parties." as being *permissive* in nature. As one who has fought to maintain that language for a very long time, I can assure you it is NOT *permissive* but *PROHIBITIVE* language by intent and design. That language wasn't intended to "allow" the extension of any lists, but to PREVENT such an extension as we would never agree to do so.

5. Finally, there are those who, having read and considered the complete Inspector General report, believe there was NO verifiable, general compromise of the June 2, 2007 exams at all. The investigation is over, punitive actions have been taken against individuals who are alleged to have cheated and they have been removed from the lists; what remains of the lists should stand. As alluded to previously, this is the position that the Unions hold with one notable exception and this is with regard to the individuals singled out in the IG report.

Given the very serious nature of the allegations toward and punitive actions already taken against the several member of both Locals, this is NOT the place

to discuss their issues and possibly further compromise their positions. Suffice it to say, however, that in much the same way, we believe the IG report has failed to prove any widespread or general irregularities in the tests, the report also fails in rather dramatic fashion to prove ANY form or level of cheating by individuals. It is our intent to represent and defend those individual members as aggressively as we will defend maintenance of the lists of July 2, 2007.

### February – Past, present and future

Several years ago, I wrote in this very column of how particularly cruel the month of February has been to OUR Department and its members. It was in 2005, the fiftieth anniversary of the infamous Tru-Fit Fire, and I attempted to chronicle all of the events in what I thought to be an exhaustive listing of tragedies brought upon us in the month of February since the organization of the BCFD which, ironically, was in February of 1859. Little did I know that I would receive a letter from the daughter of Capt. Daniel T. Riordan about a month later to advise me that I'd overlooked her father who, along with Fire Fighter Joseph Duffy, was killed in the line-of-duty on February 4, 1950 at 117-121 West Baltimore Street.

It was a stark reminder of how the passage of time may indeed lessen the pain but we NEVER forget. Fifty-five years after her father's death, it was as though it happened yesterday. It is with that in mind that I think about the events of February of '07 and February of this year yet again. The tragedies become part of the fabric of our "family" and when the dates on the calendar resurface as they always will, we're compelled to remember and remember we should.

And finally, in what I hope is something of a contrast to the cruelty of February, on the 20<sup>th</sup> of February this year, IAFF Local 964 will celebrate sixty years of dutifully serving its members and their families. Those of us who have served and/or continue to serve appreciate the confidence you have shown in allowing us to do so. We hope that you will continue to support us when you're pleased with our work and not hesitate to let us know when you're not. Sixty years is a

long time for an organization to have survived and thrived in such a tumultuous atmosphere. We doubt that it's going to get any easier, but we're all committed to the task and look forward to kicking-off the next sixty years on February 21<sup>st</sup>.

### From the Desk of the 1st Vice President

By Michael Waldner

Well, it didn't take long for the first murder or the first Fire Department scandal of Baltimore's New Year. On the bright side, we are running only half as many murders as last year for this time frame. Hopefully, after more investigation, the drug charges involving an FPA from E31 will be dropped and we can move forward awaiting the next headline.

The world search is on for a new Chief of Department. If we are lucky, the new Chief will not be a CEO, but really want to be the Chief of our once proud Department. The search, according to The Sunpaper, has already been narrowed down by a mayoral committee to three prominent candidates. That said, it doesn't appear to be all that much of an exhaustive inquiry for the best leader available. But that may have a lot to do with the mess left behind, and who would really want to step into that predicament. At any rate, please, whoever accepts this daunting task keep in mind that we all want to work with you in rebuilding this Department's image and respectability among ourselves and our peers. As always, we want to help but need to be allowed to participate to accomplish anything. There is no guarantee to always agree, but we really do have the best interest of the Department as the goal, even as we look to protect the best interest of our members.

Upon receiving the invitation letter from the City, Negotiations have begun on what the City intimated would be for a multi-year agreement. Lo and behold, at the very first meeting they have rescinded that offer and now are looking for a short simple contract for the coming year. It is very hard to negotiate with

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## 1st Vice President's Desk.....

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people who don't appear to know just what it is that they themselves are seeking in a deal at this time. None the less, we will forge ahead and attempt to get the best contract possible for our members. **Contract negotiating is the most important thing we do as an Executive Board.** We try to accomplish a contract that appeals to and benefits all or most all of our members. These benefits will eventually affect most every member before his career is completed, even if they don't apply right now.

We will continue to do our best for the best!

The suspensions continue as well as the investigation and resolution to the cheating accusations. A new test has been scheduled which only confuses the situation as the old list has never been formally de-certified. Lawyers are being consulted by multiple factions and the drama continues. There appears to be no hard evidence against the majority of our members charged, yet the results of their Administrative Hearings are not being released. This entire process has been botched since day one by all parties concerned at all levels of the Fire Department Administration. The end result should only promulgate further legal action no matter what the ruling.

### Heart/Lung Scans Physical Assessments

As stated in past newsletters, Union Memorial has resumed the Heart and Lung scans in conjunction with what has evolved into a Physical Wellness check up. This program will be by appointment on every Tuesday and Thursday between 1200 – 1300 hours at the Fitness/Rehab Center and will include a wellness background questionnaire screening and blood test panel. There is also a cardio evaluation performed on a stationary bike. These programs (Assessments and heart/lung scans) at Union Memorial are now offered to **ALL** interested members, **active and retired of both Locals**. The results will be available only to you or a Doctor you design-

ate. **There will still be a fee of approximately \$150 for the scans but the assessment is free.** The entire program including the heart/lung scan will take less than 1 hour of your time and will be done on the same designated days (Tuesday and Thursday) assigned to us. It will be worth it just to get all the rest of our active and retired members through the heart/lung scans. Please take advantage of it. You are never too young or too old to monitor your health. **Again, these are open to active and retired members of both Locals.** Please take advantage of these appointments while they last. We need to keep the schedule full until all active and retired members avail themselves of this unique opportunity. Union Memorial will only staff these programs if we use them.

Anyone who has participated and received his or her report is encouraged to email or call me ([captald@aol.com](mailto:captald@aol.com) or 410-879-4545) with any feed back. Please let me know good or bad features so we can adapt and improve this program.

Below are the directions, instructions and contact information to schedule appointments for the Assessment and heart/lung scans. You will have to contact the heart/lung phone # to coordinate your appointments for the same Tuesday or Thursday that you do the assessment.

### **FITNESS ASSESSMENT** **PRETEST INSTRUCTIONS**

Guidelines recommended for the most accurate test results:

- Wear comfortable, loose-fitting clothing. Sneakers preferred.
- Avoid food, tobacco, and caffeine for at least 3-4 hours before testing.
- Abstain from alcohol consumption within 48 hours of the assessment.
- Avoid moderate or vigorous physical activity within 12 hours of the assessment.
- Ingest no diuretic agents, including caffeine, prior to the assessment.
- Get an adequate amount of sleep (6 to 8 hours) the night before the test.
- Drink plenty of fluids over the 24-hour period preceding the test to ensure normal hydration prior to the testing.

### **Directions to Fitness Center**

Park in garage A (1<sup>st</sup> garage on your left) and take elevator to main lobby. Walk across bridge to security desk. Sign-in at desk. Go to 33<sup>rd</sup> Street Building which is straight ahead down the hallway past the pharmacy and to your left. Walk down the ramp past the Conference Center. Elevators will be on your left. Take elevator to 2<sup>nd</sup> Floor and turn left and proceed down the hallway to the Fitness Center. You will receive a voucher to cover the parking fee.

**For questions regarding the assessment test and scheduling contact: Rebecca Winch at 410-554-2563. She will refer you to 1-877-744-3278 to set up the coordinated heart/lung scan. Let them know you are a Firefighter and need a Tuesday/Thursday appointment to coincide with your assessment.**

As always, I will mention again about the Community Outreach Program (for spouses/widows, parents/siblings etc.) conducted by Union Memorial Hospital offering the heart/lung scans to the general public only on Saturdays at **the rate of \$75 each**. The phone # is **1-877-744-3278**. **Getting both for a combined \$150 is a great bargain.** The wait is not as bad as it had been due to the opening of another scan program at Franklin Square taking some of the crush off the schedule at Union. If Union Memorial is not convenient for you, contact Franklin Square Hospital (sister to Union Memorial in the same Health group). They have a scan machine and are doing heart scans through its own Community Outreach Program. Check with them on pricing, but it should be similar. **The number for Franklin Square is 443-777-7900. These are also open to the general public.**

**Please try to attend our monthly meetings (February 4th & 18th and March 3rd & 18th).**

**Stay safe and remember this is your Union. I can be contacted to answer any questions or try to help with any problems at**  
**(C) 410-908-2179 (H) 410-879-4545**  
**(W) 443-984-1737 or email at**  
**[captald@aol.com](mailto:captald@aol.com)**

## From the Desk of the 2nd Vice President

*By Mike Campbell*

**I would like to offer my sincerest condolences to the Hubbel family for their tremendous loss. Captain Donald Hubbel was not only the epitome of the word fire fighter, but also was a fantastic human being. May God Bless Donnie and his family!**

As I contemplate what to write to everyone a feeling of "how the hell did we get through this and what will tomorrow bring" washes over me what with all that the Fire Officers Union and the BCFD have endured these past 14 months. I find myself recalling a rollercoaster of emotions such as sadness, anger, despair and a downright willingness to give up because of two line-of-duty deaths, false claims of racism against our members, needlessly protracted contract negotiations, a never ending string of payroll issues that has affected our members and their families tremendously and the like, along with the day-to-day total disrespect for the men and women of our department by an arrogant and often times pompous FD administration. At times I felt, as a person and as a Union, that we were being stretched to a breaking point only to mount a comeback and then to be stretched again by another freight train barreling down the tracks at us! Those months have been the worst in my 20-year career, and I am guardedly looking to 2008 as a fresh start of sorts. In my time as an elected union official, I had never seen us put to the test over and over again like we were, but I had the satisfaction of watching and working with President Fugate, who in my opinion has maintained the Local on an even keel no matter what came our way. We, as elected officials have been sworn to look out for the best interests of the members we represent and the Union as an entity! It is impossible to please every member on each and every issue, but I can say for myself that I will not waiver in my defense of our people and won't back down when I feel what is best for

the membership and the Union has been undertaken! I have had dialogue with some of the Administration looking for suggestions as how to proceed forward. My first reaction is that our members and our Union need to be looked upon as equal partners in this or there is no dialogue. I also believe that the animosity, low morale and lack of respect that has been created by the past Administration must be addressed by the incoming Administration for us to move forward in a positive fashion. I have faith that this can be accomplished, and I am willing to work with whomever to see that our Department gets "back to basics" as has been told to me and that our members are again looked upon with high regard and respect! I am asking all of our members to allow some time for this to happen, but if we get back to same ole same ole, you can be rest assured that I and your Union will be there fighting on your behalf every step of the way!

Negotiations have begun, and I am sure that President Fugate will be speaking on this in his article, so I won't go into much detail than to say that we were expecting a push for a multi-year deal, but it seems that the City is only looking for a one-year contract! The Fire Officers Committee consists of Steve Fugate, Mike Waldner, Anita Hatoff, Tom Nosek, Alex Perricone, Steve Kowalewski and I.

The Lieut. and Capt's promotional exam report by the Inspector General's office is complete with the I.G. finding that the test was compromised from Human Resources down to our own members. Steve is going in depth in his report on this, so I will leave it for him to explain. With that said, all promotions will be backdated with full pay and seniority. At the present time, the Local is owed (1) Captain and (3) Lieutenant promotions.

The ALS, EMT-I and EMT-P stipends issue, which has resulted in additional classifications, has to go to the Board of Estimates for approval in February. I wish I could give you a definitive time frame to look for your increase, but at this juncture I cannot.

The present payroll system is a nightmare, and I have yet to see the light at the end of that tunnel! If you are having trouble figuring out what your Regu-

lar Earnings should be, give me a holler. If you have a pay issue, please let me know and also e-mail the Dept. at BCFD.Etime.

I was unable to attend the Deferred Comp. meeting on 1/25/08 because of Negotiations. The next meeting will be 2/26/08. You can contact Citistreet at 410-332-0809 or 1-800-905-1833 also on the web at <http://myplan.csplans.com>.

Now that Bob Jordan has relinquished his position on the Board, I will be handling the Fire Officer organizational automobile tag applications. We will be pushing for the motorcycle tags as well. I would like to thank Tom Nosek and all of our members who assisted in this year's Installation of Officers. A great time was had by all. It is very encouraging to see some new faces getting involved. Keep up the good work, Tom! Please keep abreast by logging on the Fire Officers website at [www.iafflocal964.org](http://www.iafflocal964.org).

**If PHASE 1 of the snow emergency is in effect by noon on the day of a Union meeting, then that evening's meeting is cancelled!**

**Next Board of Director meeting, March 3, 2008.** (I will be calling the Board of Directors with the time of the meeting)

### **Health Care**

Express Scripts attempted to do away with the mail order 100-day supply for meds and cut it back to a 90-day supply. I have documentation from 2004 stating that they will supply us with the 100-day supply and through Human Resources was able to stop that train almost before it left the station. Give me a call if you are experiencing a problem with this. I had one issue with the new CareFirst Dental Plan and that appears to be resolved. You can access Employee Benefits online at <https://www.baltimorecity.essbenefits.com>

### **Safety and Health**

The Safety & Health meeting that was scheduled for 1/17/08 had a miserable turnout and in essence nothing was accomplished. Local 964 was repre-

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sented by Steve Horchar while I was in Negotiations. We will address this before the next meeting. The FD is looking at the Ward Diesel exhaust system to take the place of Plymovent.

If you feel you have a water issue in the fire house and want it tested, contact the Safety Office and myself.

The FD is currently evaluating different SCBA systems along with input from the Safety and Health Committee.

Make sure that you e-mail the Safety Office at ([FDSO@baltimorecity.gov](mailto:FDSO@baltimorecity.gov)) if you have any safety related issues along with contacting me. The Safety and Health meetings are now monthly. The next meeting is scheduled for 2/21/08. Contact me with any issues.

**President's Club**

The 2008 PAC FUND campaign is upon us. Currently we have 127 members who are contributing to our PAC Fund. Of those, we have 125 President Club members. I will be ordering the President's Club shirts in the spring. Retirees are unable at this time to contribute by way of dues deduction, but can still donate the full amount of \$100.00 by way of cash or check! The PAC Fund is our most important tool to have the **local** politicians listen to our concerns. If you contribute \$4.00 or more a pay you are automatically included in the President's Club. Thanks to those who have contributed and to those who haven't, contact me if you need a dues deduction card.

As always, keep your Beneficiaries up to date and don't hesitate to call or e-mail me at any time.

Cell – 443-629-0216

Work – 410-396-5773

E-mail: [captain16@hotmail.com](mailto:captain16@hotmail.com)

**Worlds to twirl by...**

As I picked up my matches  
And was closing the door  
I had one of those flashes:  
I'd been there before  
Been there before

Grateful Dead

**From the Desk of  
the Recording Secretary**

*By Tom Nosek*

The time has come again to announce Local 964's annual dinner/dance honoring our Retirees from 2007. The annual dinner/dance will be held on Saturday, May 17, 2008. We will be honoring 17 members with over 522 years of service. ((please see flyer in the newsletter) This is also the time of the year when the Local asks you the members to sell/buy something. We will be mailing out three raffle tickets of \$5 each to benefit the VEBA fund. This year's prize will be a five night/four day stay at the Hilton hotel in Ocean City, Md. this is a beachfront room, with fantastic amenities. Please mark your calendar to honor these men for their years of dedicated service.

Social night will be held Friday, April 4, 2008 at our newly renovated Union hall and lounge -- a little later this year due to Easter being so early. Take time to eat good food and drink some beers with your brother and sister members, watch the Orioles on the TV's surrounding the new bar!!!!

Negotiations have started and it is slow going, it appears the City isn't clear on the direction they would like to take, but our Committee is prepared to make the PROCESS work. We have been told the new Chief of the Fire Department will be named sometime in February. Here is hoping whoever is selected, will take note that the men and women of this department are what make it work, also that Union and Management can work together if the employee is put first and treated fairly in all situations.

The Union hall is finally complete, just some cosmetic (elbow grease, floor mopping, table wiping) chores to be completed. I would hope by the time you receive this newsletter, we will be having

our first meeting in our new hall/lounge!!!! Again, I would like to thank Bob Jordan for countless hours and dedication to the little details of completing the renovations!! Also I would like to thank Fr. Ross Syracuse of St. Casmir church for his hospitality of letting us use St. Anthony's hall for union meetings and other functions while we were renovating.

Installation of Officers last week was a good time. The newly elected Union officials do clean up well, congratulations to Anita Hatoff, Kevin Rock, Harvey Webster and Artie Turner!!! Also would like to thank the new officers for their help in cleaning up their own party. Big thanks to George Jones and Bob Jordan for also helping. Coffee was great!!!!!! It was cold that night, but it was nice to see the retirees come out, maybe the crab soup enticed them, but it was nice to see that they are healthy and still interested in the Unions welfare.

NOTE: Monday, March 17th is St. Patrick's day and a normally schedule Union meeting. However, since the Irish will be honoring the patron Saint of the Emerald Isle on the 17<sup>th</sup> (which means the streets of Canton will be full with church goers), the Local has moved the second meeting in March to Tuesday, March 18, 2008 @ 1900 hours.

Anyone wishing to be on the John Seiss Memorial golf tournament committee for this Spring, please contact Brian Hoffman (BC third Battalion) or myself, we could always use the help.

Winter is still upon us, please stay safe, keep warm and watch your brothers and sisters back on the fireground. Since March 17 is the Holiest day of the year for me, I will end with this short Irish toast.

The *Irish godfather*

***"May you always have a clean shirt, a clear conscience and enough coins to buy a PINT"***

\* \* \* **IMPORTANT** \* \* \*

The March 17th Union Meeting  
has been changed to March 18th

**From the Desk of  
the Secretary-Treasurer**

*By Anita Hatoff*

I would like to start off by thanking the many people who so generously and lovingly donated money to the VEBA fund in memory of Frank Uhlhorn.

Mr. John & Mrs. Mary Finley  
Mr. Bruce & Mrs. Elizabeth List  
Mr. Bruce & Mrs. Mary List  
Ms. Mary Finley Rugarber  
Mr. Robert & Mrs. Alice Steffen  
Mr. Daniel & Mrs. Peggy Stone  
Mr. Joseph A Birkel, Jr.  
Mr. Kenneth & Mrs. Sandra Byerly  
Ms. Erma A. Birkel  
Ms. Theresa O'Brocki  
Mr. & Mrs. Gary M. Chlan, Sr.  
Howard Co. Fire/Rescue  
Banneker Station "A" Shift  
Howard Co. Fire/Rescue  
Banneker Station "C" Shift  
Officers & Members of  
Elkridge Volunteer Fire Dept.  
Montgomery Co. Career Fire Fighters  
IAFF Local 1664

Your generosity is greatly appreciated.

I would like to thank the active and retired members of Local 964 who cast a vote in the last election. It matters not who you vote for. It only matters that you vote. To be heard, everyone must vote. Attending union meetings is also very important. Many concerns, complaints or questions could be answered while attending monthly union meetings.

Last, but definitely not least, I want to thank Bob Jordan. He has been teaching me the ropes. He is truly dedicated. He has spent numerous hours working with me showing me how to properly perform my duties as Secretary-Treasurer. I hope I make you proud Bob. It's amazing how much he has done. It is a big undertaking, but I promise to perform my duties to the best of my ability. I take this position very seriously and want nothing but the best for OUR Union. Once again thank you Bob.

--Anita

**Baltimore City Fire Officers,  
IAFF Local 964**

**Annual Retirees Dinner/Dance**  
**May 17, 2008- 8pm -12 am**  
**Columbus Gardens, 4301 Klosterman Ave.**  
**Tickets \$35**

**Hot Buffet, open bar, live music and dancing**  
**Ocean City, Md vacation raffle**  
**Proceeds benefit the VEBA Fund**

**Honoring the 2007 Retirees**

BC Robert Finnick	BC Arthur McCauley
Lt John McQuade	Capt Mike Ceriale
Lt Russell "Colt" Carter	BC J. Gregory Dahlem
Lt John Brooks	Lt William Kern
Lt Oliver Silver	Lt Barry Broyles
Lt Joseph Crest	Capt Donald Wilson
Capt Kenneth Morris	Capt David Coogan
Lt Randy Schmidt	Capt Alan Bull
Lt Daniel Zapalowicz	

**For Tickets and Raffle chances contact:**

Lt Tom Nosek T3, 410 396 9205 @ T3  
Lt Frank Schlosser, E4 410 396 6204  
Cell 410 499 5441, Home 410 638 2231

**SOCIAL NIGHT**

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**Local 964 Social Night**  
**Friday April 4, 2008**  
**7pm -11 pm**

**Cost \$15**

**Location: Local 964's Hall**  
**1030 S. Linwood Ave**

### TIRED AND RETIRED

by Bob Hatoff

I've only received one reply to Hugo Warns query if anyone had served in 5 different ranks in the same house. Charlie Browning called and said he had been a firefighter, lieutenant and captain at 31 engine. I asked him about assistant engineman and engineman. He asked me, "What are they?" So Hugo I'm declaring your record unbeatable, unless someone invents a time machine. See there is an advantage to being 95 other than being in better shape than me.

Well I got my 5.34% raise. After the increase in taxes and medical insurance, I'm now bringing in \$8.00 a pay less than before the raise. Thank God it wasn't a 10% raise, I'd probably have to get a job. Take notice all you active members who are looking forward to retirement. The only good side is Anita can now claim me as a dependant. This will increase her tax refund. She's going to use the extra money to cover the increase in the BG&E bill. It's been very difficult to watch television powered by candles. I wrote the governor to remind him he said he was going to stop the increase if he was elected. He wrote back to say it had just slipped his mind. That was bad enough, but his letter came with postage due.

Now, as you're reading this, Janice and I will have celebrated our 49<sup>th</sup> anniversary. In the past, I've usually made some kind of joke about this. However, some of my female readers were upset because of it. So this year I will not joke or make any disparaging remarks. Janice has been a wonderful wife. Her taste in men is impeccable, and I feel she is the luckiest woman in the world! (How was that St. Laura?)

The search is on for a new chief to replace Bill Goodwin. However, all the Frankenstein monsters he created are still in place. As a result, there is no visible change in the department with the exception of some of the ideas are even more ridiculous than before. Take notice all you active members, retirement isn't all that bad after all!

As always you can reach me at 1805 Greencastle Dr, Balto., MD. 21237 or 410-866-3235.

P.S. Thanks to all of you who voted for Anita. I never thought she was that great until I found out who her father was!

### SICK AND INJURED

by Bob Hatoff

Joe Wodarski suffered a mild stroke. He was in Franklin Square and then Good Samaritan for rehab. He's home now and taking it easy.

Mel Kaufman has a kidney stone. They tried to break it up with sound waves, but it didn't work.

Bud Cornell had some gall stones removed.

Mike Dalton is home and doing a lot better.

**60**  
YEARS OF  
DEDICATED SERVICE

**BALTIMORE FIRE OFFICERS  
IAFF LOCAL 964  
CELEBRATES ITS  
SIXTIETH ANNIVERSARY**

**FEBRUARY 20, 1948  
FEBRUARY 20, 2008**

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**"IN UNION THERE IS STRENGTH"**

#### THE BALTIMORE FIRE OFFICERS

Local No. 964

Meetings -- 1st & 3rd Monday

1030 S. Linwood Avenue

Baltimore, MD. 21224

PHONE: 410-276-6964

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