

BALTIMORE FIRE OFFICER

LOCAL 964

--STAFF--

STEPHAN G. FUGATE -- TOM NOSEK

By and For the Professional Fire Officer

IN UNION

THERE IS STRENGTH

Volume , Issue

April/May 2010

From the Desk of the President

By Stephan G. Fugate

Pension Issue One

First, allow me to apologize for the late date of this newsletter printing and mailing. The first topic, however, changed dramatically just prior to the original version going to print and even that first version was delayed beyond the normal submission date for the same reason. Simply stated, the "pension issue" is very fluid and subject to significant change on a moment's notice. The original version of this article went to great lengths to describe and explain what happened at the Special meetings on April 5th and what the next step would be and though that has all changed now, it might be instructive to explain briefly.

Some weeks ago, you should have received a letter advising of Special meetings and vote scheduled for Monday, April 5th at the Union Hall where presentations by the law firm of Saul Ewing were made and followed by lengthy question and answer sessions. I'll not debate the issue in this format, but the premise of the Saul Ewing presentation was that OUR Pension System is dangerously underfunded, and that the Unions need to engage them as legal counsel to represent what they characterized as our interests. At stake was a potential lawsuit against the Mayor and City Council of Baltimore in Federal Court claiming a failure to adequately fund the System.

The net result of the combined hand-count votes taken at the two meet-

ings on April 5th was an apparent tie and given the significance of the issue, it was determined that individual ballots will be mailed to every active and retired member in the same manner as elections, and the result of that process would dictate our direction. It was our plan to mail those ballots on Monday, April 12th with a return deadline of April 30th and, again, be guided by that membership directive.

The four paragraphs to follow are from the original writing and I've opted to leave them in as even though our available course of action has now changed, it is helpful to understand the basics nonetheless. The newest development will begin after "*So what has changed?*"

The basis of a potential lawsuit would be that the City has knowingly and willfully failed to adequately fund the System and the benefits of current and future retirees could be in jeopardy. I have written previously about the two basic methods to value a pension system and that would be either actuarially or current market value. The actuarial method assumes future investment earnings on and contributions to the assets matched-up against future actuarial liabilities. If the projected assets exceed liabilities, the system is over-funded and if the opposite is true, the system is underfunded. The market value method assumes a total "cash-out" of assets matched up against current liabilities and the same over or under funded premise applies.

The Fire and Police Employees' Retirement System as of June 30, 2009, the end of the last fiscal year, was 84.8% funded on a actuarial basis and 58.2% funded on a market value basis using assumption rates in place. In a presumably ongoing pension system, the actu-

arial method is, in my opinion, the more appropriate measurement as the market value method assumes the system will close and cease to exist. Unlike private sector plans where businesses and entire industries close and consolidate, the market value method may be more prudent but cities and states don't close.

The bankruptcy issue has been discussed in great detail and any Maryland subdivision would need the express approval of the State Legislature to file under Chapter 9. In such a filing, the pension benefits of ALL would be in the pecking-order along with all other liabilities and it's anyone's guess what the value of a dollar in benefits would be. It's a very interesting academic discussion, but like the total closing of our System, it's simply not a consideration.

Again, the object of the mail-out ballot would have been for ALL of our active and retired members to determine whether or not to proceed with the "Saul Ewing" approach to remedy the problem and an affirmative reaction would have been followed by the development of a long-term plan to pay our share of what promised to be the singled most costly endeavor the Local 964 has ever encountered.

"So, what has changed?"

Those who were able to attend one or both of those Special meetings on April 5th witnessed a no-holds-barred discussion and debate of the merit of everything from the claimed cause of action to the perceived allegiance of the attorneys from Saul Ewing and all in between. The representatives from Saul Ewing were well prepared and their pre-

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From the President's Desk.....

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resentation was well done insofar as it went and had there not been such an aggressive Q & A session from our members, Local 964 would likely have followed the near unanimous lead of Local 734 and the FOP.

I will readily admit that I was probably the most active because I have very passionate views, I have been at "ground zero" for nearly twelve years now and I know what did and did not happen. Had our membership told me to sit down and shut-up, I would have but that did not happen and the result of the hand-count vote suggests that the issue is not so clear in the minds of those who were there. I've been told by members that I trust that the Saul Ewing representatives were mistreated in the process and I don't know (don't believe) that I am guilty of that but if my questions were too difficult or too pointed, so be it.

In the midst of planning for the mail-out with the accompanying letter to our members already drafted, Mike Campbell received a phone call from Saul Ewing. (For those who may not know, Mike Campbell and Sam Darby were Local 964's representatives in the process as I had removed myself due to my potentially conflicting role as Trustee.) The premise of the call was that Saul Ewing had determined "that Saul Ewing LLP is no longer able to represent the Baltimore Fire Officers' Local 964 ("Local 964")." To be clear, Saul Ewing has severed ties with Local 964. That's not a decision that I or "we" made, but one that Saul Ewing has made and I won't presume to explain their position for them. The letter is rather short and to the point and speculation is abound-ing but, regardless, it's over and done.

It is my impression that leaves Local 734 and the FOP to move ahead with Saul-Ewing and all of the attendant implications such as cost-sharing and affect of a potentially positive outcome remain unclear at this time. To the latter, Local 964 will not simply sit back and watch the process but we have already been in contact with Mr. Robert Klausner of Klausner/Kaufman in Ft. Lauderdale, FL. Mr. Klausner is the General Counsel of the National Conference on Pub-

lic Employee Retirement Systems (NCPERS) and is likely the premier Public Pension Fund attorney in the Country. All you need do is Google his firm and check out the client list and you'll come away convinced this is a positive step.

The purpose of engaging Mr. Klausner will be to evaluate and assess the very same issues that Saul Ewing was engaged to do in July of '09, but from the perspective of a Labor Union and, more importantly, with a very strong background in PUBLIC pension funds. Should Mr. Klausner arrive at the same conclusion as Saul Ewing, and that effort is ultimately fruitful, we will then have to evaluate our obligation to the finding. Finally, Mike Campbell and Sam Darby will continue to represent 964's interests in this endeavor and, once started, if they and/or our members believe that I should remove myself from that process as well, no problem. I am confident enough in my position not to have to be involved in the debate and I believe we will all be pleased with this latest turn of events.

As always, I will be more than happy to discuss all of this with any member and I would encourage you to ask questions rather than listen to and foster rumor. I can be reached at 410.908.0199 or toll-free at 1.888.625.4386 – my email address is sfgugate@comcast.net.

Pension Issue 2

In late February, the Greater Baltimore Committee released an Executive Summary of the yet to be published final report on their review of the F & P System. That six page document included nine specific recommendations for Plan structure changes and in the interests of brevity, I'll simply identify them by brief outline. (To view the entire six-page summary, please go to our web site and click onto my page under "Executive Board".)

1. *A realignment of the Plan's asset management structure.* This is truly an "inside baseball" type issue and it would take several newsletters to explain.

2. *Require the City to make the actuarial contribution each year from its General Fund and not use money al-*

ready in the trust to mitigate their contribution obligation. This is a direct result of the 1/3 – 2/3 "excess earnings" sharing agreements from the late '90's and will NEVER happen again. Simply stated, it's a non-issue.

3. *Replacing the current "variable benefit".* This one IS significant and it deserves more space than what would be allowed here. The Variable Annuity structure is the subject of current Council legislation and will be addressed in great detail in the future.

4. *A lengthening of the age and service requirements.* Would impose a "rule of seventy-five" meaning that the sum of a member's years of service and age at retirement would have to total seventy-five or more for eligibility.

5. *Terminating the provisions of the Deferred Retirement Option Plan (DROP2) for those members who have not yet achieved fifteen years of service.* Self-explanatory and, quite simply, unacceptable. DROP2 was very recently negotiated and approved by the Council and not subject to review until 2017. Period.

6. *Revision of the calculation method for the average final compensation (AFC).* A proposal to increase the AFC calculation time-frame from the current eighteen months to as long as sixty months.

7. *Increase the employee contributions supporting the F & P System.* An increase from the current six percent of base to "no more than" ten percent.

8. *Consideration of a Defined Contribution Plan for future hires.* Changing the current Defined Benefit Plan to a Defined Contribution Plan for newly hired members.

9. *A re-structuring of the F & P Pension System governance.* To add the Finance Director and the Budget Director to the Board of Trustees.

Again, space would not allow a thorough discussion of all nine recommendations and I'd be MORE than happy to discuss and/or debate any one or more at any time with anyone. What I will say is that numbers 1, 2, 7, 8, & 9 could be done unilaterally, but the others are subject to the "Contract Clause" codified in Section 42 of Article 22 of the Baltimore City Code. The GBC ac-

knowledge that the nine recommendations were made without consideration of that "Contract Clause" and we can only hope that the current City Administration will give due consideration.

As with "Issue 1", there will be MUCH more to come and I would encourage all of our members to monitor the Local web site for updates and information. I would also encourage our members, once again, to call or email if there is something of particular concern or ambiguity. 410.908.0199, toll-free at 1.888.625.4386, or email at sgfugate@comcast.net.

And no discussion of pension issues would be complete without mention of the "news" regarding the Pension Board Trustees you have elected to represent your interests. After FORTY-TWO years of combined Active-Member and Retired-Member service, Ed "Porky" Heckrotte is not running for re-election and will complete his service on June 30, 2010. And though I would not presume to compare my mere twelve years to his service, I too will not be running for re-election and will also be leaving the Board on June 30, 2010. That's a loss of a combined fifty-four years of service, experience, and institutional knowledge and while the checks will continue to come and benefits will continue to be paid, an era of advocacy is over and it is my intent to do whatever I can to support those who succeed us to the extent that they chose.

City FY'11 Budget

Enough information about the Preliminary FY'11 Budget has filtered through the media coverage to cause genuine concern amongst our members and a feeling of déjà vu. Yes, we've seen this movie before but there's a bit of a twist this time around and it may actually be a rather shrewd move. The "Preliminary" Budget was released on March 24th at the Board of Estimates, but on Monday, April 12th, the Administration plans to introduce revenue enhancing legislation that, if adopted in full, would add approximately \$50mm to the City coffers. The result of that additional revenue would be a "revised" Budget for FY'11 that will, so we are told, include the restoration of dollars cut from the

Fire Department budget that would significantly mitigate the personnel and service reductions included in the "Preliminary" Budget.

The Administration has asked that all of the City Unions endorse and support the revenue enhancement package to be introduced four days from this writing as we all have a vested interest in the additional revenue. Whether or not our members can or will actively support that legislation remains to be seen and depends entirely on what that legislation includes. The details of the fees and assessments to be proposed have not yet been released and, as usual, the devil may well be in the details. At the end of the day, however, it will depend upon the will of the City Council members to put their own political futures on the line and while encouragement from organized labor may have some influence, it surely won't be a determining factor.

I make the observation above, by the way, without any "inside" information or any sense of how the Council may react other than my own personal experience over decades of watching the process. Again, the draconian cuts were announced on March 24th and there will have been nearly two weeks for that to "sink-in" before the partial "remedy" is brought to the table in the form of revenue enhancement and that strategy may well prove to have been brilliant. Again, the detail is not entirely clear at this writing but this will all be very interesting to watch and track.

But back to the "Preliminary" Budget should the revenue enhancements not be adopted in full or at all. If nothing changes from that preliminary budget, the following cuts will take place in our Department:

- **154 Suppression (entry-level) positions, half of which are currently filled.**
- **3 permanent Unit closures, continuance of 4 rotating closures for the entire fiscal year.**
- **3 HQ positions (all currently vacant)**
- **2 FPB positions, presumably Inspectors**

- **Radio Maintenance Technicians**
- **At Fire Academy, 2 FFPM, 1 Captain, 1 Lieutenant, ALS, 1 PO**
- **7 Captains and 21 Lieutenants to be reduced in rank.**

To be clear, the cuts outlined above are a "worst-case" scenario and the magnitude of what ultimately happens will depend upon the fate of the revenue enhancement effort and possible revised budget. The "drop dead" date that Chief Clack has tentatively agreed to in terms of any reductions in rank or layoffs is on or about June 1, 2010. That's not some arbitrary date but one that would allow the Department to make the requisite notification to the Unions and the affected members in a contractually timely manner. It is the hope of EVERYONE at EVERY level that there will be no need for such notification, and THAT is the premise we're all working under at this point.

Again, having said all of that, there remains some disagreement as to how the reductions in rank for Local 964 would be accomplished but I do not believe that now is the time to have that debate. Simply stated, the Union believes that reductions "in rank" should be all-inclusive and a Lieutenant is a Lieutenant, a Captain is a Captain, and so forth. The Department (I believe) will take the position that it's about classification and ALL of the proposed reductions would be in suppression classifications. This Union Local has NEVER made a distinction between job classifications and is on record as treating the three ranks we represent (Lieutenant, Captain and Battalion Chief) as collective. It is our sincere hope that this apparent disagreement will be a moot point, however, so we're not inclined to ratchet-up the debate at this point.

THANKS to a friend

Everyone will know by now that Deputy Chief "ROD" Devilbiss is headed to retirement and THIS Union Local would be remiss if we did not acknowledge and recognize the contribution he

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From the President's Desk.....

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has made and continues to make to our well-being and success. I've often said that ROD does more for our Union Local by chance than most do by intent and that's not a slap at the "others", but an honest assessment of the record.

There can be no doubt that ROD and I have had our rather dramatic differences and though I've NEVER mentioned it before, he and I nearly came to blows during contract negotiations when he was a Board member and had a rather unfortunate exchange years later when we disagreed over his, as a Command level Officer, intervention in a potential grievance process. Through all of that, however, I have NEVER questioned his integrity or allegiance and I do honestly believe his departure at this point in time has less to do with his personal preference than his concern for OUR Department.

In any event, I would like to say "Thanks, Brother" and wish ROD a long and fruitful retirement. I'm not quite sure about the three-wheeler motor-cycle that he's bought as it always appears to me to be a motor-cycle with training wheels, but if that keeps him upright at stop lights, so be it. Take care, Brother!

Union Memorial Heart/Lung Scan and Wellness Testing program

- heart/lung scans for union members only are offered on Tuesday and Thursday only from 1100-1200 hrs, 1-877-744-3278, cost \$75

- heart/lung scan and wellness assessment for union members only are offered only on Tuesdays from 1200-1400 hours, for wellness assessment info call Rebecca Winch 410-544-2167, cost for combined tests, \$150

- Union Memorial also has heart/lung scans through their community outreach program for the general public on Saturdays only 1-877-744-3278, cost \$75

From the Desk of the 2nd Vice President

By Mike Campbell

My family and I appreciate all the well wishes, prayers and kind words concerning our son Jason. He has called and e-mailed as often as he can. We can't wait for him to return home. Thanks!

On April 8, 2010 I received a call from Mr. Charlie Monk of the Law Firm Saul Ewing, who is representing Local 734 and the FOP that they would no longer represent the Fire Officers. I will allow President Fugate to update everyone on where we are in his article. The Workers Compensation Presumptive Bill that the PFFMD had attempted to pass legislatively in Annapolis had to be withdrawn because of some very negative amendments that were added. I applaud the efforts of the members who made this an issue this year and hope that we can get this moving forward next year. Mayor Rawlings-Blake has issued a preliminary budget that is one of the most devastating that the BCFD has ever seen. With the threats of massive layoffs, company closures and possible demotions on the horizon we will be spending much time at City Hall pleading our case. It is my hope that the City Council passes some or all of the measures that the Mayor has prescribed to abate this attack on Public Safety! Steve and I met with Chief Clack and a doctor from the University of Maryland in an attempt to address the need for a third party doctor in cases where your doctor and Mercy/PSI are at odds over a duty status. Hopefully we can come to an agreement on this issue and get our members some needed assistance in the area of returning to work. After many months of working with the EMS Training Division and Chief Clack hopefully we have come up with an ALS Con-Ed Compensation plan that everyone can live with. We are waiting for Chief Clack's signature. I would like to thank Captain Mark Fletcher for his hard work on this!

Please keep FFPM Jeff Novack, Truck 12 in your prayers. Jeff is recuperating from injuries suffered on the fire ground rescuing civilians trapped in an apartment fire.

If you have questions or concerns about Deferred Comp. contact the Deferred Compensation Plan Office at 201 E. Baltimore Street, Suite 120 or call 410-332-0809 or 1-877-233-2748. Their hours are Monday thru Friday from 0800 to 1700 hrs. Please keep abreast by logging on the Fire Officers website at www.iafflocal964.org.

Health Care

I have been contacted by numerous retirees concerning the new City prescription plan. Here are some replies I received from Employee Benefits to questions from our members: **"If a retiree's dependents are not eligible for Medicare they will remain on your current plan, the City is now referring to the current plan as the commercial plan. Retirees who are not eligible for Medicare Part A & Part B will remain on the commercial side (in the current Rx plan). The new Rx plan is considered a Medicare Part D plan. However, the plan does not have a donut hole as most of the traditional Part D plans do"**. Call me with any issues!

Safety and Health

I attended the Safety/Health meeting on 3/18/2010. Items discussed were as follows: The Haix Boot company gave a presentation on station safety footwear. These boots do meet the NFPA and U/L standard. At this time the City's Safety Office is pushing for the FD to purchase station footwear to cut down on ankle injuries. Where the money is coming from is still up in the air. The General Order pertaining to Protective Equipment and Tools has been issued with a starting date of 9/1/10. This pertains to Condemned Personal Protective Equipment, Unauthorized Tools and Equipment, Personal Protective Equipment and Weapons. There was some disagreement concerning the leather helmets. I reminded Chief Clack of the

agreement between the Labor/Management Safety and Health Committees and the FD that was mutually agreed to. Chief Clack has agreed to abide by that agreement. With the Fire Academy providing the Survival Training there has been discussion of the FD purchasing cutting tools for each member. The Training Academy has been tasked with giving a presentation on various cutting tools. The IAFF & IAFC have partnered for this years Fire/EMS Safety, Health and Survival Week which will be June 20-26, 2010. Activities that the two groups are asking Fire Dept's to concentrate on are: General Health and Wellness, Food & Nutrition, Fitness, Stress Management, Smoking and Smokeless-Tobacco Cessation, Alcohol and other drugs, Infectious Diseases and Suicide Prevention. The Fire Department has been given a grant to conduct annual physicals. There will be much discussion on this in the future!

Make sure that you e-mail the Safety Office at (FDSO@baltimorecity.gov) if

you have any safety related issues along with contacting me. If you are e-mailing Health and Safety Officer Bill Jones, you must e-mail William H. Jones, not William Jones! You must also continue sending in Special Reports as is policy. The next meeting is scheduled for 4/15/10. Contact me with any issues. **BE SAFE!**

President's Club

I picked up this years Presidents Club shirt from Elliott's Sportswear and am in the process of distributing them. Retirees cannot contribute to the Presidents Club by way of dues deduction, but can still donate the full amount of \$100.00 by way of cash or check! Please make checks out to: Local 964 PAC Fund! The PAC Fund is our most important tool to have the **local** politicians listens to our concerns. The Fund can **only** be used for Local and State politicians and **cannot and will never be used** for Federal politicians, (President, Senator etc.) If you contribute

\$4.00 or more a pay you are automatically included in the Presidents 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 – 410-396-5682

E-mail: capttain16@hotmail.com

Worlds to twirl by...

*There are places I remember
All my life, though some have changed,
Some forever, not for better,
Some have gone and some remain.
All these places had their moments,
With lovers and friends I still can recall,
Some are dead and some are living,
In my life I've loved them all.*

The Beatles

Baltimore City Fire Officers Union Hall for Rent

1020 S. Linwood Ave.
In the heart of Canton Square!!

- small parties
- weddings
- showers
- birthdays
- business meetings
- etc.

The hall is currently not handicap accessible, no kitchen facilities. Capacity 100 plus , two flat screen televisions , bar , ice provided.

If interested call Tom Nosek 410 499 5441, or any Eboard member.

Sick and Injured

By Bob Hatoff

Max Powers has gotten relief from his back pain from a chiropractor. He still has pain, but will not allow a doctor with a knife to get near him.

Chuck Johnson's tests revealed he has Parkinson's disease. He is now on medication and is doing good.

Fred Riedel is in rehab after heart surgery.

Fred Baber fell and busted his head so bad he needed 2 transfusions.

Please keep these men in your prayers!

**ATTEND
UNION MEETINGS
1st and 3rd Mondays**

From the Desk of the Recording Secretary

By Tom Nosek

Let me first start this newsletter article in saying we survived the blizzard of 2010. The members of the BCFD rose to the occasion during the month of February, when the largest snow storms on record hit the City of Baltimore. From the second night in when the 3rd battalion battled the elements responding to a dwelling fire, stuck apparatus, trudging through snow with hose and ladders, to building collapses, working with the Maryland National Guard to clearing streets with snow plows and front loaders. The members stepped up to the plate, just doing our job PRIDE PROTECTING PEOPLE!!!

The above I am not sure was noticed, for the 2011 budget has the BCFD scheduled for company closures, layoffs, demotions and the continuance of rotating closures. To add insult the GBC report on the F&P pension was released with recommendations to cut pension benefits.

Pension issues, unless you have been hiding in a cave, you know that the F&P system is under funded. The Fire Locals and the FOP hired a law firm last year to do a study on the pension fund, such has been released and gives not much more information then we already knew. Membership meetings have been held with Saul Ewing LLP in regards to possible litigation against the City in regards to the under funding of the F&P, much has changed since those meetings. Saul Ewing has decided not to represent the L964 and as we speak we are planning on meeting with Bob Klausner a well respected pension lawyer.

The days, weeks and months ahead will be interesting in regards to the pension but also the FD budget, stay tuned.

On March 24, 2010 annual Social Night was held, we had enough food for 100 plus people, but only 42 showed!! I am baffled to the low turn out. I would like to thank my brother Tim for cooking and all who helped clean up. We may need to change Social Night to a Union

meeting night, probably the second meeting in March, suggestions are welcomed.

Probably by the time you read this the annual retiree dinner/dance will be upon us, congratulations to the members who retired in 2009.

SAFETY, since the last newsletter we have again had two serious injuries to members Lt Jeff Walsh T23 broke his leg on the 3rd battalion dwelling fire during the blizzard (saw Jeff last week at the Union meeting, he is healing) and just recently the injuries to FF Jeff Novack of T12. Again I state that Chief Clack when hired stated SAFETY is a priority, well proposed company closures and the daily rotating closures is UNSAFE.

March 15, 16 and 17 the Executive Board attended the IAFF legislative conference in Washington D. C., the IAFF issues we lobbied for were collective bargaining, fire/safer reauthorization, federal firefighter retirement, funding for the urban search and rescue response system, job creation and recovery, 9/11 responder health and compensation FDNY. I am optimistic that 111th congressional session will look with favor on Firefighter Issues. The IAFF thanked

outgoing General Secretary-Treasurer Vinnie Bollon, Vinnie's dedication to the labor movement and our international.

The John Seiss benefit golf tournament will be held July 16 at Compass Pointe golf course, see the flyer in this newsletter for all of the particulars. Bob Jordan is stepping down in running this golf tournament that benefit's the VEBA fund. Bryan Hoffman and I will try to fill the big shoes of Brother Jordan in running our first golf tournament, all past committee members and any new members interested are welcome.

In closing, I would like to thank Timmy Poole and Bob Jenkins on another successful Emerald Society bull and oyster roast, I was in Denver for another Irish milestone my uncle John's 88th birthday and I also missed the parade this year, more important event occurred the Fallston Lady Cougars won their second straight State basketball championship of which my daughter Erin is a member. With that said, again I want to thank my wife Barb and daughters Megan, Erin and Emily for allowing me the time for my union activities and serving you the membership.

Thanks to Members of the BCFD

Steve, Bob, & Chief Clack

I can't tell you how touched and humbled I am over the numerous comments and well wishes that have been forwarded to me from the Forum concerning my retirement. As most people know, I don't read or comment on it, but obviously have now been touched by those that do.

I would also be remiss if I didn't acknowledge my total surprise at the turnout for and hard work that went into my retirement party. There were so many people present and so many wonderful things said that I am (believe it or not) at a loss for words that could adequately express my feelings much less begin to thank all those involved.

I have many great memories and a very long list of "Good Friends" & "Associates." These alone are enough, but to top it off, I have been blessed to have had a wonderful career and with God looking over my shoulder one without serious injuries or illnesses. Some of our colleagues were not able to reach that point in their lives.

The good Lord, my family, esteemed colleagues and many wonderful friends are all a part of my story and why I have enjoyed such a pleasurable career.

Please express my true appreciation to the members of the BCFD for a great 40 years, a beautiful send off and for allowing me to be a part of their lives.

GOD Bless,
Rod Devilbiss

**BALTIMORE FIRE OFFICERS, LOCAL 964
JOHN L. SEISS BENEFIT GOLF TOURNAMENT**

TO BENEFIT THE VEBA FUND

at

**Compass Pointe Golf Course
Pasadena, Maryland**

FRIDAY, July 16, 2010

Registration 7:30AM: Shotgun Start: 8:30 AM

- Featuring:
- Continental Breakfast, Food on the course and a Gourmet Buffet Dinner after golf. Beverages on the course.
 - Special prizes: A week's stay in St. Croix, Hole in One prizes
 - Great door prizes, consisting of weekend stays at Inner Harbor Hotels, and dinner gift certificates at Baltimore restaurants.
 - Prizes for 1st, 2nd, and 3rd Place teams, closest to pins, long drive

Cost: \$100 per player

Send Team Registration Form to: Baltimore Fire Officer's Local 964
1030 S. Linwood Avenue
Baltimore, Maryland 21224

For more information, contact: Tom Nosek: 410-499-5441

***Baltimore Fire Officers, IAFF Local 964
Annual Family Picnic***

Sunday, June 13, 2010

***Cascade Lake - Snyderburg Rd
Hampstead, Md.***

***Large pool with lifeguards, pavilion, bathrooms with changing accommodations,
large six acre lake, snow balls, ice cream, hot dogs, burgers, and other food.***

Games, drinks, 3rd annual

“Iron Man” competition, children under 13 are free

Cost \$10

Tired and Retired

By Bob Hatoff

I can't imagine opening this column without mentioning snow. During my years of service every big blizzard started on my first day of day work. So I was stuck at work for 3 or 4 days. However I never experienced anything like the double header in February. The fact that our members got to and put out every fire, under impossible and dangerous conditions, is a tribute to their skills and devotion. During one of my blizzards I got a call from Captain John Griffith. He couldn't get to work because all the east coast airports were closed. Poor Griff was stuck in Aruba. Some guys just can't get a break. This time I got a couple of calls from one of our retiree's in Florida. He was worried about cutting his grass before it got too hot. Now I know he was just trying to agitate me. I'm tempted to tell you his name, but I would never do anything to embarrass Roger Melchior!

I got a great treat at the Emerald Society bull roast. Betty Burke was there and it was sure good to see and talk to her. I found out she is a fan of my column. I always thought she had great taste and intelligence in marrying Chief Tom. Being a fan of mine goes to prove how right I was!

We had a surprise guest at our March meeting, Dr. Barranco. He looks good and is still keeping busy.

This year's Retreat will be on September 15 & 16. As always I invite and urge all of you to attend and enjoy 24 hours of Christian fellowship. We especially need some of you youths to get involved. A lot of us have been attending since before you were born. This could be one of your last chances to hear what it was like to hitch up the horses before we could respond!

Recently Chief Clack put a post on the Forum decrying the fact that none of the Chiefs he offered the job to run Information and Communications would accept. As a result he was forced to hire someone from outside of the department. Anita responded that she had 22 years of experience in Communications, but was not offered the job. She also stated that the Chief talks about education being so important yet a female member from the BCFD IT dept with a masters in the field and working on her doctorate wasn't offered the job either. The Chief never responded, however he promptly responded to every man who reacted to his post. I guess being the tallest in class doesn't mean you have class!

As always you can reach me at 410-866-3235 or 1805 Greencastle Dr, Balto., MD 21237. I don't have any class, but I will respond.

THE BALTIMORE FIRE OFFICERS

Local No. 964

Meetings -- 1st & 3rd Monday

1030 S. Linwood Avenue

Baltimore, MD. 21224

PHONE: 410-276-6964

Non-Profit
U.S. POSTAGE
PAID
Permit No. 4815
Baltimore, MD

Change of Address -- Cut out and return to the Secretary, Local #964

NAME _____

ADDRESS _____

CITY _____ ZIP _____

PHONE No. _____