

2011 ANNUAL REPORT

CALIFORNIA PROFESSIONAL FIREFIGHTERS



California Professional Firefighters' guiding vision is to build a better life for California firefighters and their families. This vision is achieved by working for a secure work environment, safety on the job, health care and retirement security, and the safety of the public and its first responders.





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PRESIDENT'S PERSPECTIVE

Firefighters love what they do for a living. But the true test of that devotion comes not when times are good, but when times are tough. In 2011, times were tough, and our devotion was tested.

The impact of the lingering economic downturn hit local governments full force, with layoffs, station closures and lots of local contract concessions. Worse, the hard liners and big money special interests trained their ideological attack dogs for firefighter pensions and basic health care.

When the going is tough, it's easy to sit back and just play defense. But that's not been our style.

In 2011, California Professional Firefighters extended its string of groundbreaking legislative accomplishments when the Legislature voted to end the six-decade boondoggle known as local redevelopment. These secretive agencies, formed originally to eliminate blight, ended up diverting as much as \$6 billion a year in property tax revenue away from local general funds. Their end will eventually make millions available for critical fire services. CPF also won another historic victory in Sacramento, with passage of legislation that ended the ability of local agencies to declare bankruptcy on demand.

None of these victories came easily. Legislative success is the byproduct of practical, tenacious political action. Throughout its history, CPF has backed Republicans and Democrats for office, basing our judgment on where they stand on firefighter issues. We stand with those who stand with us. It doesn't guarantee that we'll win every fight. But it does ensure that, when tough calls have to be made, the people making them are sympathetic to our issues.

For CPF's affiliates, 2011 was the year when the impact of the three-year recession hit with full force. CPF offered campaign and image-building assistance to locals through our print and video services. And through our partnership in the California Fire Fighter Joint Apprenticeship Committee (CFFJAC), dozens of laid off firefighters found jobs through the CFFJAC Displaced Firefighter List. CPF-sponsored legislation made this list a reality - again, a testament to the power of political action.

As the year drew to a close, ominous storm clouds were already gathering around the 2012 election, most notably with the qualification of another "paycheck deception" initiative - Prop 32, The Special Exemptions Act. Having been through similar fights in 1998 and 2005, CPF took the lead in getting our affiliates informed about the battle that lay ahead and what it means for firefighters, their families and the communities we serve.

The fight to protect the firefighter voice figures to be an all-consuming one in 2012. The cavernous state budget gap continues to vex policy makers in Sacramento, and local fiscal crises portend another year of struggle at the table for our affiliates. At times like these, it is our firefighter values - teamwork, commitment, vigilance - that will see us through. No matter where the fight leads, one thing is certain - CPF will not be on the sidelines. We'll be on the front lines, with banners and heads held high. We owe it to you, your families, and the communities you serve.

Lou Paulson

CALIFORNIA PROFESSIONAL FIREFIGHTERS
EXECUTIVE BOARD



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President



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Vice President



Pat McOsker
8th District
Vice President



STANDING STRONG ... STANDING TOGETHER

For almost three-quarters of a century, California Professional Firefighters has given voice to the concerns of front line firefighters and their families.

With more than 30,000 members in 180 affiliated local unions, CPF stands not only as the largest firefighter organization in California, but one of the most influential public employee organizations in or out of California.

SERVING OUR MEMBERS

- **Governmental Advocacy:** CPF is the firefighter voice in Sacramento, standing up to defend their health, safety and employee rights on the job, and their retirement security when they need to leave it.
- **Political Action:** CPF is a recognized leader not only in promoting firefighter friendly candidates, but stepping up on issues critical to its members.
- **Communications:** CPF's award-winning member communications utilize all media to carry forward the firefighter message, including a full-service union printshop and an in-house video production studio.
- **Member Services:** Personal exposure reporting (PER), retiree services, and extensive health and safety protections are just some of the direct benefits.
- **California Fire Foundation:** CPF's non-profit 501(c)(3) foundation built the California Firefighters Memorial and is working to secure scholarships for the children of fallen firefighters.
- **Building our Profession:** CPF co-sponsors the California Fire Fighter Joint Apprenticeship Committee (CFFJAC), through which it has built new training opportunities and helped displaced firefighters continue the work they love.

STRENGTH THROUGH SOLIDARITY

Our International Union - CPF is the proud state council for the International Association of Fire Fighters, which represents more than 298,000 firefighters in the U. S. and Canada. As with CPF at the state level, the IAFF is an important, influential voice in the halls of our nation's Capitol.

Our Local Affiliates - Nearly 180 local unions affiliate with CPF, representing federal, state, and local firefighters. CPF continues to bring new locals into the ranks, while working with affiliates through consolidation and downsizing efforts.

GOVERNMENTAL ADVOCACY

Whether it's on the front lines or in the halls of the State Capitol, respect isn't given ... it's earned. California Professional Firefighters' rock-solid legislative record and reputation for getting results reflects the work ethic at the heart of our profession.

Redevelopment Reform

For more than half a century, city governments have used unaccountable redevelopment agencies to skim as much as one-sixth of all property tax revenue away from critical services. At a time of unprecedented layoffs in public safety, the special interest boondoggle had to end. Despite fierce opposition and misinformation from the League of California Cities, the CPF-led effort to eliminate redevelopment agencies succeeded. Eventually, the end of redevelopment could pour billions back into general-fund coffers, money that can be used to keep fire services whole.

Safeguarding Municipal Health

Despite the wrenching experience of Vallejo, California remained one of only a small handful of states that allowed unchecked "bankruptcy on demand." In 2011, that changed. CPF's AB 506 requires that agencies considering default engage in a modest mediation process. The measure won't block municipal bankruptcies, but it forces cities contemplating default to engage their creditors - including their employees - before jumping off the fiscal cliff.

Securing New Resources

With local budgets stretched thin, CPF-sponsored legislation - AB 678 - will enable local fire agencies to receive millions in federal reimbursement dollars for unpaid indigent transport services.

Defending our Members

Winning in Sacramento is more than just a scorecard of success. It also means defeating the efforts of those who would do harm to your membership. In 2011, CPF worked to defeat a package of pension-gutting bills as well as legislation that would have ended public sector collective bargaining in California.

BY THE NUMBERS

Meetings with Legislators, Candidates, Staff

412

Committee Hearings Attended

293

Coalition-Building Meetings

106

State Agency Meetings Attended

63

Legislative Bills Actively Tracked

882



Photo by: Craig Rose

A COMMITMENT TO SAFETY

Firefighting is a dangerous job and CPF is committed to protecting those who protect our lives, our homes and our dreams. Keeping our front line firefighters safe and healthy is our number 1 priority.

Personal Exposure Reporting

Firefighters are exposed to hundreds of life-threatening chemicals and biological toxins while on the job. Their best defense is the Personal Exposure Reporting (PER) system, our easy and secure way to help firefighters get their exposures on the record. More than 10,000 firefighters registered in the PER system reported thousands of exposure incidents last year. More than 200,000 separate incidents have been reported since the program began in 1985.

Regulatory Monitoring

CPF is the firefighters' voice on workplace safety issues, working closely with the California Occupational Safety and Health Agency (Cal-OSHA). CPF has been directly involved in drafting regulations to enhance firefighters' health and safety. CPF members also serve on the State Board of Fire Services and the state EMS Commission, giving members a direct voice on the issues that affect their safety on the job.

Emergency Medical Services

In 2011, CPF was instrumental in revising EMS regulations that apply to EMT-Basic and Advanced EMT and paramedic. These revisions provide greater protection to first responders by standardizing the manner in which Local EMS Agencies apply discipline and incorporate the provisions of the Firefighters Procedural Bill of Rights in disciplinary actions. Revisions to the Health and Safety Code, as it applies to fire departments and firefighters have been an ongoing concern for CPF.

Member Service

When our members and affiliates have health and safety questions or concerns, they look to CPF, a trusted source of information. In 2011, hundreds of member inquiries were handled by CPF, ranging from workers compensation and job safety issues to referral requests for workers' compensation lawyers.



Photo by: Wes Schultz



MAKING AN IMPACT

Everything a firefighter has on the job is a product of decisions made by politicians. Aggressive political action by CPF is critical to earning and preserving a firefighter's basic protections – fair wages, safe working conditions, and a secure retirement.

Getting Your Voice Heard

California Professional Firefighters is committed to supporting candidates – on both sides of the aisle – that stand up for our professional values and standards. As 2011 wound down, CPF began gearing up a record-breaking series of local candidate interviews for the 2012 elections – the first election to be held under new legislative district lines. These “cluster interviews” give CPF local union leaders face-to-face interaction with candidates running for the Assembly and Senate within their respective districts.

Standing Up for Your Right to be Heard

The summer and fall of 2011 marked the beginning of yet another campaign to protect firefighters' basic political rights. For the third time in 14 years, hardline ideologues are looking to muzzle public workers with a “paycheck deception” ballot measure. The craftily drawn initiative, Prop 32, actually gives special exemptions to billionaires, Super PACs, developers and insurance companies. As it has in two previous fights, CPF is taking a leadership role in the fight. Along with other labor partners, CPF re-formed the Alliance for a Better California – the same coalition that defeated Arnold Schwarzenegger's 2005 ballot attack.

Supporting Local Political Action

Legendary House Speaker Tip O'Neill said it best – “all politics is local”. Local affiliates are never short on activism and determination, and CPF provides critical support for these efforts through a collaborative process involving political action, communications, as well as print and video assistance. In 2011, CPF provided assistance to dozens of local affiliates, assisting with candidate and ballot measure campaigns.



KEEPING YOU CONNECTED

The ability of California Professional Firefighters to mobilize firefighter participation through its affiliates is the envy of labor. The key to success is CPF's ability to maintain connection with its members and to represent the firefighter voice in the larger public debate.

CPF Newspaper

Since 1981, the *California Professional Firefighter* has been the cornerstone of CPF's communication with its members and retirees. A perennial IAFF Media Award winner, the *California Professional Firefighter* is delivered to the homes and fire stations of CPF 30,000 members, ensuring that firefighters are up-to-date on the issues that matter to their lives and livelihoods.

CPF Firevision

In only its second year, CPF Firevision has established an audience both within and beyond the fire service. The twice-monthly video podcast has shined a spotlight on everything from wildland fire training to the battle to protect firefighter retirement security. In 2011, CPF Firevision continued to garner accolades, winning a "Telly" media award and First Place in the annual IAFF Media Awards.

On the Web

CPF's award-winning website - www.cpf.org — remains members' gateway to CPF news as it happens. In 2011, the CPF website garnered an average of 15,000 visits per month and earned 2^{1st} place ranking in the IAFF Media Awards. Augmenting this timely, high-quality site is CPF's social media presence on Facebook, Twitter and YouTube. CPF has nearly 8,000 followers across its major social media platforms.

A Proud Public Voice

In 2011, California Professional Firefighters further cemented its place as a voice for firefighters at the state level. From the annual California Firefighters Memorial ceremony to labor and fire service issues, CPF regularly fields inquiries from local, statewide and national media. Additionally, CPF assumed a leading communications role in two statewide coalitions supporting our members: Californians for Retirement Security and the Alliance for a Better California.



Photo by: Robbie Panco



Photo by: Robbie Panco

CPF MEDIA SERVICES

For decades, CPF locals and members have benefitted from having two professional media companies under one roof – Firefighters Print & Design and FireStar Productions.

These two powerhouses offer comprehensive services that combine the professionalism and targeted effect of print with the visual impact of video.

Firefighters Print & Design

Since first opening its doors more than 22 years ago, Firefighters Print & Design has become a trusted resource for CPF locals, delivering creative solutions and top-notch printing and design services at a competitive price. In 2011, CPF's union print shop generated just over 2 million pieces of printed material, including informational and promotional brochures, booklets, business cards, letterhead and political mailers.

Through Firefighters Print & Design, CPF affiliates benefited from full-service assistance with political and image-building campaigns – from messaging to design to printing to data distribution and mailing services. Firefighters Print & Design also partnered with local affiliates to produce thousands of “Firefighters in PINK for Breast Cancer Awareness” t-shirts worn during National Breast Cancer Awareness month in October.

FireStar Productions

With over two decades working on behalf of CPF Locals and CFFJAC Departments, the award-winning team at FireStar Productions combines old-fashioned hard work with innovation, inspiration and creativity. In 2011, FireStar Productions continued to meet the needs of both labor and corporate clients producing promotional videos, broadcast commercials, public service announcements and the on-going production of CPF's online video news service, *CPF Firevision*. FireStar was also central in the development of several on-line continuing education courses as part of the CFFJAC's Terrorism Consequence Management (TCM) training program.

In addition, FireStar provided campaign production services for numerous candidates and causes important to CPF local affiliates. As the year closed, FireStar was instrumental in building awareness of the coming battle over Proposition 32, the Special Exemptions Act (a.k.a. Paycheck Deception).



-Photo by: Wes Shultz

SERVING OUR PROFESSION

For firefighters, it's more than just a job ... it's a calling. With an array of services and benefits, CPF members can show their pride and protect their families throughout their career ... and beyond.

CPF Callback Association

No matter how much time has passed since retirement, a firefighter is always a firefighter. The CPF Callback Association gives retired firefighters a chance to stay connected with their profession. In 2011, more than 1,200 retirees were part of Callback. In addition to their annual dues, Callback members stepped up with nearly \$9,000 in support for CPF's PAC to help elect firefighter-friendly legislators.

CPF Health Benefits Trust

In 1971, CPF established the CPF Health Benefits Trust to provide premier insurance products for its members. Decades later, the Health Benefits Trust continues to provide high-quality, cost-effective benefits to ensure that firefighters and their families enjoy the extra protection they deserve.

Firefighter License Plates

Now in its sixteenth year of operation, the firefighter license plate program continues to support the maintenance of the California Firefighters Memorial as well as a range of survivor services, victim assistance projects and public education campaigns. Purchases of the plates - available only to firefighters - increased by nearly four percent in 2011.

California Fire Department Directory

CPF's California Fire Department Directory is the most up-to-date and available directory of its kind. Users can search by department or county to locate the contact information for both paid and volunteer fire departments across the state. Best of all, users can access the database and download copies for free.

CPF Union Shop

CPF members have been showing their California firefighter pride by shopping at CPFUnionShop.org. Since 2009, CPF's own online retailer has been offering union-made gear including polo shirts, key rings and hats, all made in the USA and proudly carrying the CPF logo.

BUILDING A BETTER FIRE SERVICE

For nearly three decades, the California Fire Fighter Joint Apprenticeship Committee has set the standard in fire service training and recruitment.

A partnership between California Professional Firefighters (representing labor) and the California State Fire Marshal (representing management), the CFFJAC supported more than 1.2 million training hours in 139 fire departments. It stands at the forefront of innovation in standardized firefighter training and in recruiting the next generation of fire professionals.

Terrorism Consequence Management

The first terrorism response training to target the fire service, CFFJAC's Terrorism Consequence Management (TCM) began an innovative new phase in 2011. In a joint venture with education giant Kaplan University, CFFJAC launched online TCM training. When complete, the online TCM training will feature seven training modules, from mass decontamination to IED response to emerging threats.

Candidate Physical Ability Test

The Candidate Physical Ability Test (CPAT) continues to set the bar for firefighter recruit testing in California. The CFFJAC's three CPAT Testing Centers hummed with activity in 2011, testing over 6,500 candidates. Since the first center opened in Orange in 2004, the CPAT Centers have tested some 40,000 firefighter recruits. More than 100 departments in California accept the CFFJAC's CPAT card as proof of a firefighter's physical ability.

Mentoring the Next Generation

Success in the fire service is about more than just recruitment and training – it often requires a guiding hand from an experienced colleague. In 2011, the CFFJAC's Commission to Recruit Women for the Fire Service stepped in with a first-of-its-kind mentoring program. Available to all CFFJAC departments, the program provides a library of resources and specific tools for training those who will mentor the next generation of firefighters.

CFFJAC 11th Biennial Conference

In November 2011, nearly 300 fire service professionals from management and labor attended the CFFJAC Conference in Cathedral City. Participants heard from experts both in and out of the fire service. The conference also saw the unveiling of two exciting CFFJAC initiatives: a new firefighter mentoring program and the new online Terrorism Consequence Management courses.



DISPLACED FIREFIGHTER LIST

As hard times have taken hold in local and state budgets, firefighter layoffs are a harsh reality for hundreds of California first responders. For these individuals, the CFFJAC's Displaced Firefighter List is a career lifeline.

The Displaced Firefighter List was established through CPF-backed legislation to address displacement from military base closures. Subsequent CPF legislative efforts extended the list to include firefighters who lose their jobs to budget cuts or downsizing.

The list serves as a clearinghouse for experienced professionals. Departments looking to hire can find a firefighter they know can do the job, and often save money by laterally hiring or shortening training time. Meanwhile, firefighters are able to continue working in the job they love.

In 2011, over 100 firefighters asked to be added to the Displaced Firefighter List. Laid off firefighters from Belmont, Lathrop-Manteca, Merced, Norco, Oakdale, Olivehurst, San Jose, Stockton and Truckee utilized the list.

"It made the difference between being on unemployment, and working at the job I'm supposed to be doing."

Jeff Ornellas

Jeff Ornellas, a displaced San Jose Firefighter, was picked up by the Contra Costa County Fire Protection District in March of 2011.

THE CALIFORNIA FIRE FOUNDATION

The fire service is a family. When one firefighter falls, all firefighters feel the pain. For nearly two decades, the California Fire Foundation has worked to honor the memory of fallen firefighters, and help take care of those they leave behind.

California Firefighters Memorial

On October 1, 2011, 30 names were added to the California Firefighters Memorial Wall at the annual California Firefighters Memorial Ceremony. Hundreds of uniformed firefighters, family members and dignitaries, including Governor Jerry Brown, participated in the moving tribute. In 2012, the Memorial will mark its 10th anniversary.

The Pipes and Drums of the CPF

For twelve years, the Pipes and Drums of the California Professional Firefighters have been performing at memorial services honoring firefighters who have died in the line of duty. The band's highlights from 2011 included the California Firefighters Memorial, in Sacramento and the IAFF Fallen Fire Fighter Memorial in Colorado Springs, as well as marching in the 2011 Tournament of Roses Parade.

California Firefighters Endowment

Established in 2010, the California Firefighters Endowment has a simple, noble mission: providing scholarships to help the children of fallen firefighters realize the dream of a college education. In 2011, the Endowment built on the foundation of its five-year plan to raise a \$2 million endowment. Communications giant AT&T joined golfer Fred Couples as founding contributors and the San Francisco Giants established a new tradition, donating a portion of game proceeds from their 2011 Firefighter Appreciation Night.

Daniel A. Terry Scholarships

While the endowment builds, the benefits are immediate. The California Firefighters Endowment now helps fund the annual Daniel A. Terry Scholarships. Established in 2004, the Terry Scholarships provide up to \$2,000 in grants to the children of fallen firefighters. Twelve young people received \$2,000 each from the Daniel A. Terry Scholarship in 2011.







We Will Never Forget

*The following firefighters' names were added to the
California Firefighters' Memorial Wall in 2011*

DONALD LEE WEST, USFS
LOWELL H. WILCOTT, CDF
JOHN STANTON GALLUP, III, MCCLELLAN AFB
KEITH D. KROLL, LOS ANGELES CITY
CLIFTON ANDREW GRAVES, SUNSET-WHITNEY
RODNEY E. GREELEY, CDF
ELBERT ROY NELSON, SAN DIEGO
JAMES ROSE, BRAWLEY
ROBERT R. NELSON, LONG BEACH
RALPH D. URQUIZA, LOS ANGELES CITY
LEONARD KARL JENKINS, VENTURA COUNTY
DAVID PARKS, JR., CAL FIRE
JOHN W. CALLAHAN, SAN LUIS OBISPO
DAVID A. EDEN, SANTA, BARBARA COUNTY
JAMES MICHAEL OWEN, ORANGE COUNTY
MARK E. FRANKS, BRAWLEY
GARY L. CLARK, LOS ANGELES CITY
RICK PASCALL, SAN MIGUEL FPD
JAMES C. SAUNDERS, SACRAMENTO METROPOLITAN
TERRENCE GEE, SACRAMENTO CITY
SCOTT RICHARD CARNEVALE, ALAMEDA CITY
WILLIAM FLOYD HOPMAN, QUINCY
GLENN L. ALLEN, LOS ANGELES CITY
JOHN BRUNO TRIPODI, CENTRAL SANTA CRUZ
HANK ZAVALETA, LONG BEACH
SCOTT MONROE LYNN, CAL FIRE
DAVID LAWRENCE POWELL, CALEMA
VINCENT ACEVES PEREZ, SAN FRANCISCO
ANTHONY MICHAEL VALERIO, SAN FRANCISCO
DAVID ALLAN KRESKE, SAN BERNARDINO CITY



AFFILIATIONS & PARTNERSHIPS

As on the fire lines, teamwork and collaboration are a part of the DNA of California Professional Firefighters. CPF proudly partners with labor, government, charitable and educational institutions, in support of our members, their families and the communities they call home.

AFFILIATIONS

International Association of Fire Fighters (IAFF) - Representing over 298,000 firefighters and paramedics across the United States and Canada

AFL-CIO - Representing 12.2 million working men and women throughout the nation

California Labor Federation - Standing up for more than 2.1 million California workers

Californians for Retirement Security (CRS) - Fighting for pension and health care security

Alliance for a Better California - Defending the voice of working families and fighting back against those who would silence it

BOARDS AND COMMISSIONS

Emergency Medical Services Commission - Two CPF members serve on statewide commission that oversees EMT and paramedic regulations

State Board of Fire Services - CPF represented on board that develops training and performance standards and advises on statewide fire issues

Firescope - Collaboration of federal, state and local fire agencies that advises OES on fire safety and fire policy

PARTNERSHIPS

Fighters Cancer Support Network - Organized by LA County firefighters to assist cancer victims and their families

Kaplan, Inc. - Offers professional online fire and EMS educational training, and extends special tuition discounts to CPF members and their families

Los Angeles Firemen's Credit Union - Offers an exclusive firefighter credit card and other financial services to CPF rank and file members and their families, as well as local union business offices

Muscular Dystrophy Association - CPF local unions are long-time supporters of MDA

Read Across America - Annual classroom reading event organized by the California Teachers Association



Photo by: Michael Linch



CALIFORNIA PROFESSIONAL FIREFIGHTERS

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