

REPORT OF THE MPFFU STRUCTURE AND ORGANIZATIONAL REVIEW COMMITTEE

The delegates at the 2018 Michigan Professional Fire Fighters Union 53rd Convention in Bay City passed a resolution to appoint an ad-hoc Structure and Organizational Review Committee.

The purpose of this committee was to consider and develop recommendations to improve service to our members in a cost-effective manner. The committee was directed to issue its final report to the Michigan Professional Fire Fighters Union Executive Board no later than December 1, 2019.

The committee report will also be sent to all Michigan Professional Fire Fighters Union Locals for their review. After that, if desired, the committee, the Michigan Professional Fire Fighters Union Executive Board, or any other individual members may submit resolutions to the 2020 Michigan Professional Fire Fighters Union Convention to propose implementation of any of the committee recommendations.

On October 29, 2019, MPFFU President Mark Docherty appointed the following individuals to this committee:

- **Brandon Hausbeck (L0102 - Saginaw)**
- **Chad Hyvonen (L1744 - Saint Clair Shores)**
- **Jason Jankowski (L0741 - Detroit Metropolitan Wayne County Airport)**
- **Ken Barnes (L2846 - Delta Township Professional Fire Fighters)**
- **Nathan Lee (L1164 - Livonia)**
- **Jacob Steichen (L0646 - Traverse City)**
- **Jeff Scaife (L0911 - Birmingham)**
- **Tim Garver (L0421 - Lansing)**

Scheduling conflicts made it difficult to arrange a meeting in Lansing, so it was decided to begin the process with some independent work by each committee member. The committee members started the process by reviewing the Michigan Professional Fire Fighters Union Constitution and By-Laws. It was decided that they should focus on the following areas

- What are the mandated goals and objectives of our organization?
- What are the perceived goals and objectives of our organization?
- Are these goals and objectives being accomplished? If so, is there a way to reduce costs without compromising the results?
- Is there a need/demand for the MPFFU to add additional goals and objectives (services) and if so, what would the cost be to accomplish these additional goals and objectives?

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The committee members then completed a short survey to assess their thoughts on specific areas of the Michigan Professional Fire Fighters Union operation. The survey questions were:

1. **How would you rate the MPFFU's lobbying efforts in Lansing?**
2. **How would you rate the services provided to Locals by the Michigan Professional Fire Fighters Union?**
3. **How would you rate the MPFFU's effort to organize new locals?**
4. **How would you rate the efforts of the MPFFU to educate local union officers?**
5. **How would you rate the communication efforts of the MPFFU (email, text, facebook, website)**
6. **Do you feel that the MPFFU operates in a fiscally responsible fashion? In other words, do we spend your per capita wisely?**

The committee members were also encouraged to comment and/or ask questions about any other issues that they felt the committee should address.

The survey results, comments, and questions of each committee member were shared with the entire committee.

MPFFU Secretary-Treasurer Chesney replied to the questions that were asked by committee members. These issues included questions about the MPFFU budget, utility expenses, district meetings, lobbying efforts in Lansing, MPFFU Executive Board interaction with locals, MPFFU Executive Board members attendance at IAFF Convention and Seminars, expansion of behavior health assistance to members locally, and webinars and seminars. The answers prompted another round of email comments and discussions among the committee members.

On November 22, 2019, the committee members participated in a conference call to continue their discussion on a variety of issues and to determine if there were any additional areas that needed to be discussed. Two committee members were unable to participate in this call, but they were given an opportunity to submit comments prior to the call and again after the minutes of the call were distributed.

Overall, the committee members felt that the MPFFU continues to provide quality services to its members in a cost-effective manner. After a lengthy discussion, the committee has listed several recommendations to the Michigan Professional Fire Fighters Union Executive Board for their review and consideration. These recommendations are listed below.

- **The committee recommends that the MPFFU should continue to monitor all costs associated with the district meetings to ensure that the subsidized cost does not become a burden on the Michigan Professional Fire Fighters Union budget. Should these costs become an issue then the registration fee should be adjusted to cover the complete cost of the meetings.**

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- **The committee recommends that a survey should be conducted to determine if attendance at district meetings would increase if changes were made to the meeting format, time, length, type of meals, registration fees, and/or locations**
- **The committee recommends that the MPFFU Executive Board should continue monitoring the current structure of our lobbying efforts and it should take any necessary action if additional help is needed to effectively represent our membership.**
- **The committee recommends that the MPFFU investigate and explore possible avenues to assist members with peer support and behavioral health issues. Equal opportunities should be available to all members in MPFFU regardless of location in the state.**
- **The committee recommends that additional efforts should be made to get 100% of the Michigan Professional Fire Fighters Union locals to be actively involved and engaged in all MPFFU activities and events.**
- **The committee recommends that the District Vice Presidents should report to the MPFFU President which locals are not regularly involved in MPFFU activities and attempt to determine reasons as to why. If the DVP's are unable to contact a local officer, then it should be reflected in the report and then it would fall on the office of the MPFFU President to contact the local to try and determine the reason for lack of participation.**
- **The committee recommends that the Michigan Professional Fire Fighters Union continue to provide and expand training opportunities for local union executive board members and especially, newly elected executive board members.**
- **The committee recommends that the Michigan Professional Fire Fighters Union should discuss the pros and cons of periodically sending some type of communication directly to each and every member of the Michigan Professional Fire Fighters Union.**

In conclusion, the committee believes each of these recommendations can be accomplished by the MPFFU Executive Board without the need for a convention resolution, but they recognize that any member of the MPFFU can submit a resolution to mandate specific action on any of these issues.