



**HOWARD COUNTY PROFESSIONAL
FIRE FIGHTERS ASSOCIATION
I.A.F.F. LOCAL 2000**

5397 TWIN KNOLLS ROAD • SUITE 16 • COLUMBIA, MD 21045

C3L2-2022

Monday, September 19, 2022

Chairman Opel Jones
Vice Chair Christiana Rigby
Councilwoman Liz Walsh
Councilwoman Deb Jung
Councilman David Yungmann

Re: **SUPPORT** for Council Bill 62-2022

Dear County Council,

On behalf of the Howard County Professional Fire Fighters Association, IAFF Local 2000, I submit this letter of support for Council Bill 62-2022.

For more than a year, members of various stakeholder organizations were tasked to perform a thorough review of Department of Fire & Rescue *General Order 100.04: Position Requirements – Licenses, Certifications, Experience, and Education Prerequisites*. Comprised of one member each from IAFF Local 2000, the Howard County Fire Officers Association, the Phoenix Sentinels, and the St. Florian's Brigade, the committee met bi-weekly to assess current and future requirements for promotion within DFRS, and to make recommended changes that were believed to be in the best interest of all stakeholders; including the citizens we serve.

The result of this in depth and intense effort was a revision of nearly every aspect of the position requirements affecting promotions to all rank and position levels within the Department of Fire & Rescue; including college credit requirements.

You may recall that in 2020 this organization supported Council Bill 15-2020, a bill that delayed implementation of higher credit requirements for promotions. We supported this bill for the sole purpose of providing the necessary time for the committee to be formed, to complete its task, and to report back to the Department with recommended changes. Without the delay in implementation, it would have proven an almost impossible task to reduce the college credit requirements, if so recommended. Delaying the increase provided us the most precious commodity – time.

With the task now complete, and recommendations submitted, approval of Council Bill 62 will eliminate the planned increase in college credit requirements, having the effect of holding the college credit requirements at their current level. Our current college credit requirements are already the highest among all regional fire and rescue departments.

The full plan will incorporate components of experience and occupational proficiency into future promotion requirements; steps we feel are necessary for the future of our department. The first step, however, is to keep the college credit requirements at their current level, with passage of Council Bill 62.

With this in mind, we request a favorable vote on Council Bill 62-2022.

Should you have any questions, comments, or concerns, please let us know.

Sincerely,

Richard L. Ruehl, President
IAFF Local 2000



HOWARD COUNTY PROFESSIONAL FIRE OFFICERS ASSOCIATION

September 16, 2022

To Whom It May Concern:

The Fire Officer's Association (FOA) endorsed an active member for the committee that was tasked with reviewing and revising General Order 100.04 entitled *Position Requirements – Licenses, Certifications, Experience, and Education Prerequisites*. This committee met bi-weekly for over a year and spent countless hours dissecting our needs as a department.

The committee's work culminated in a well-rounded plan that touches every facet of the position requirements which specifically affect promotions. The first piece of the new plan was to hold college credit requirements at the level they currently are, which are at the highest level of all of our regional counterparts. The plan will then add new efforts that focus in the areas of occupational proficiency and experience.

The Fire Officer's Association fully supports this first step; the approval of the Classification Plan changes which maintain college credit requirements as they stand for the ranks of Lieutenant, Captain, and Battalion Chief.

Respectfully,

A handwritten signature in black ink, appearing to read 'J. Clancy', written in a cursive style.

Battalion Chief Jeremy Clancy