

TRAINING

Centre Township Fire Department Trustee,

The union body is formally requesting support in advocating for the acquisition of essential training equipment for the Centre Township Fire Department. This includes the purchasing of various tools, such as: **window props, a forcible entry door, face mask shields**, a ventilation simulator and **expanded access to outside training facilities**, with mandatory training, provided with 1.5 times each firefighters hourly rate.

Our department's mission clearly states that we are "*committed to providing the highest quality of service to our community through the preservation of life, protection of property, and the environment.*" Furthermore, our vision is to be "*a progressive organization that leads the community in public safety.*" However, without access to basic and up-to-date training equipment, we are falling short of that commitment — not from lack of will or effort, but from lack of support and resources.

According to our department's **Training Policy 203.1**, it is our explicit policy to provide a training program that ensures our members "*possess the knowledge and skills necessary to provide a professional level of service that meets the needs of the community.*" Section **203.2** further states that the department "*seeks to provide ongoing training and encourages all members to participate in advanced training and formal education on a continual basis.*" This includes using certified programs from the **Indiana Department of Homeland Security**, the **Board of Firefighting Personnel Standards and Education**, and other accredited agencies.

The objectives laid out in **Section 203.3** of the training policy include:

- Enhancing emergency service delivery
- Increasing technical expertise
- Supporting continued professional development
- Reducing risk and enhancing safety
- Meeting all applicable training laws and regulations (e.g., **29 CFR 1910.156, 620 I.A.C. 1-1-21**)

Currently, due to the lack of even basic training tools, we are not able to fulfill these objectives — nor are we able to deliver the level of service that our community deserves and expects.

In accordance with **Section 8.1** of our **union contract**, employees and the employer are required to abide by the Best Practices Manual, which includes the above training policies. We have brought this issue through the chain of command, and while all officers are in full support of this request, they are unable to take further action due to limitations set by the purchasing power.

This is not just about acquiring equipment — it's about protecting lives, fulfilling our legal and ethical training mandates, and staying true to the mission that defines our department. As a union, we respectfully request that this presentation is brought to the board, and that we advocate for the immediate allocation of funding or resources to secure this essential training equipment.

Thank you for your attention to this matter and for your continued support of the professional development, safety, and operational readiness of our members.

Respectfully,

IAFF Local 5259

WORK SCHEDULE

We the Union recognize that Centre Township alone can't be compared to other local departments as far as salary alone. This proposed work schedule, and days off, would be a competitive option for that. The creation of this schedule would be a huge deciding factor for current employee retention and future hiring opportunities with no other current fire department in the state of Indiana offering this schedule. Averaging out to be about 42 hrs. per work week, this schedule is making working hours closer to a normal work week. This schedule would provide a better home-life balance, by reducing fatigue and would bring better morale to employees. Starting with working about 30 days less per year and only driving 45 times to and from work, a scheduled Saturday/Sunday work shift once every 2 months, as well as the benefit of using 2 days of vacation/trade and getting 14 days off. With a larger gap between shifts, more time to spend time with family, relax or work another job if wanted. This schedule would also open promotion opportunities for a BC and a Capt., which does not happen here often as it is.

If the department approves a 3-month trial period for this schedule, Local 5259 has agreed to the option of allowing the 16th (new employee) spot to be filled with a fully qualified part-time employee until this schedule is fully in place, and a new full-time employee is hired if desired. The 4th shift would be created by moving one employee from every crew: BC promotion, Capt. promotion, a Sargent and a Fire Fighter (utilizing a part time employee for this position during the trial). Currently, one of our BCs and Capt. are still temporary promotions due to a previous BC being removed from work, which the 4th shift promotions of a BC spot and Capt. spot can be temporarily promoted during this trial until the schedule is fully in place.

Additionally, with 4-man crews, the current living quarters would continue to work, with the continued plan of building of a new station at a different location be continued. If an ambulance is created for this department prior to a new station being constructed, the current Officer room is large enough to hold 2 beds which would bunk the ambulance crew, and the current report room is large enough to be converted into a bedroom/office for the Capt. saving additional money being used for renovations of this building.

With January 1st falling at the start of a pay period, and with the start of the year, Local 5259 requests that January 1st be the start of this trial period. This would coincide with our current schedule as January 1st falls as day 2 for "A" shift. With that, whichever employee from "A" shift being moved to "D" shift would not work January 2nd and would report to work on January 6th for "D" shift. Below are our current schedule and the proposed schedule both shown for January 1st, 2026.

JAN 2026

HA 1 B 2 B 3
New

C 4 C 5 A 6 A 7 B 8 B 9 C 10

C 11 A 12 A 13 B 14 B 15 C 16 C 17

A 18 HA 19 B 20 B 21 C 22 C 23 A 24
Martin

A 25 B 26 B 27 C 28 C 29 A 30 A 31

FEB 2026

B 1 B 2 C 3 C 4 A 5 A 6 B 7

JAN 2026

HA 1 B 2 B 3
New

C 4 C 5 D 6 D 7 A 8 A 9 B 10

B 11 C 12 C 13 D 14 D 15 A 16 A 17

B 18 HB 19 C 20 C 21 D 22 D 23 A 24
Martin

A 25 B 26 B 27 C 28 C 29 D 30 D 31

FEB 2026

A 1 A 2 B 3 B 4 C 5 C 6 D 7