

TEXAS

FIRE FIGHTER

2nd Quarter 2019 | www.TSAFF.org

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Biennial Convention*

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The Texas Fire Fighter Magazine

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Special Appointments

TLFFRA Liaison - Albert Chapa

TMRS Liaison - David Riggs

District Legislative Agents - Lloyd Sandefer, Tyler Houchin,
Mike Jones, Brad McCutcheon, Mike Silva, Jack Todd

District Field Service Representatives - Mathew Baker,
Marc Clifford, Jimmy Hall, Leo Mendoza, Beau Simpson,
Trey Wells, James Williams

Health and Safety Committee - James Younger, chair,
Scott Robertson, Leo Mendoza, Daniel Buford, Chris Conner,
Luke Manion

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Delegates pass 31 resolutions that emphasize investment in political, legislative and communications programs



TSAFF's IAFF Endorsements for 2020

Schaitberger, Kelly and McGhee (pictured) earn continued support

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From the President

Political Action: The Heart of Our Mission

President
John Riddle

As we know, engaging political incumbents and prospective office holders is a necessary requirement for Texas firefighters. As so many of us know well from our efforts at city hall, at the state capitol, and elsewhere in our communities, we must find ways to work with politicians all across the political spectrum.

Harold Schaitberger, our IAFF General President, recently put into perspective the challenges of maintaining a strong, consistent political philosophy despite diverse, sometimes competing expectations of the union's more than 300,000 members. He stated:

"Your union represents you on a narrowly focused basket of issues – issues specifically related to your jobs as professional fire fighters and paramedics, including retirement security, occupational safety and health, collective bargaining rights, healthcare, wages and benefits, worker rights, staffing and presumptive protections.

"As your union, we are your voice on these issues. We will always fight to improve your livelihood, keep you safe and improve conditions for our profession.

"It doesn't matter whether a candidate is a Republican, Democrat or Independent, a conservative or liberal. What matters is whether they understand, respect and support fire fighters. Our history has been to back the candidate who has championed – not simply supported – our issues."

At your State Association, our political

team shares this approach in making election endorsement decisions. As a member of the TSAFF, you expect us, and rightfully so, to help protect your working conditions and rights, pensions, wages, and your health and safety. And you expect us to improve upon all of those things whenever possible on the state level.

To that end, TSAFF political endorsements are recommendations and statements to our members that these candidates are the candidates that we believe give us the best chance of fulfilling your expectations of protecting your rights and benefits.

This philosophy of supporting those that support us has never been proven more successful than it was in the 86th Texas Legislative Session, where your TSAFF passed legislation:

- Fixing the broken workers' compensation system in Texas and give our members the ability to collect legal fees and fine cities when they sue our members to avoid paying their legitimate workers' comp claims. (SB 2551)
- Clarifying the cancer coverage in our presumptive law so that Texas firefighters no longer must show causation, even on cancer claims that clearly should be covered under the presumptive law. (SB 2551)
- Indexing the Texas line-of-duty-death (LODD) benefit to inflation so that to maintain its long-term value and prevents us from having to periodically ask the legislature to increase it. (HB 3635)



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- Enhancing our PTSD coverage. (HB 2143)
- Relating to exemptions for disabled firefighters from payment of tuition and fees at public institutions of higher education. (HB 766)
- Doubling state funding for equipment replacement for our border Locals

This work, by your TSAFF, during this legislative session clearly identifies the importance of our state elections and the importance of electing firefighter friendly candidates to the Texas Legislature. You see, passing legislation that not only protects, but also enhances the rights and benefits of firefighters is not possible without firefighter-friendly legislators championing firefighter issues at the state capitol.

Your TSAFF legislative team, along with members of affiliate locals around the state, is working hard to deliver extraordinary results. We win some fights, and we lose some, but I can assure you that your TSAFF executive board and legislative team have been – and will continue to be – on the ground at the capitol working on your behalf. Like you, I know that by staying united, we win.

Properly resourcing our TSAFF is what makes all of our programs successful and the

From the President

(continued)

delegates at our 46th Biennial Convention did just that. We passed resolutions that will enhance our political, communications, training and service programs. The delegates action at convention, as well as your hard work around the state, shows your commitment and support of the direction of the TSAFF. I have never been more excited about the future of

our state association than I am right now and I will assure you that your Executive Board will work harder than ever to deliver results.

Through this commitment and all of us working together we will continue to increase our relevance and influence across the state.

Thank you to McAllen L-2602, and all those who assisted them, for your hard work

to provide an extraordinarily successful convention.

Please contact your district vice presidents if you have questions or suggestions about any of our programs. And please keep up the great work and stay safe in your communities.

Burrows, Hinojosa and Longoria Honored by TSAFF

Legislators recognized for SB 2551, workers' comp reforms

With the passage of SB 2551, TSAFF's campaign to end illegal denials of medical treatment for firefighter line-of-duty illnesses and injuries got strong momentum in the 86th Texas Legislature.

TSAFF recently honored the following legislators for their leadership and commitment to help reform of the Texas workers' compensation system:

- Legislator of the Year - Dustin Burrows (R-Lubbock).
- Senator of the Year - Juan "Chuy" Hinojosa (D-McAllen).
- Representative of the Year - Oscar Longoria (D-La Joya).

TSAFF President John Riddle said, "We thank Rep. Burrows, Sen. Hinojosa and Rep. Longoria for their recognition of and commitment to help fix problems with the workers' compensation system. Their leadership and the passage of SB 2551 is an important step forward. Because of them and the efforts of Texas fire fighters, SB 2551 is the first real workers compensation reform since 2005 when the state cancer presumptive act for fire fighters and EMTs was enacted."

As further detailed in the Legislative Report (Page 19), SB 2551 allows recovery



↑ Rep. Dustin Burrows visited with Mission fire fighter cancer survivor Homer Salinas at the TSAFF convention.

of attorneys' fees from a city or risk pool should a covered first responder prevail in a legal claim over denied coverage, it holds cities and risk pools to the same regulatory standards as private insurers, it clarifies the claims approval process, and it replaces the

former presumptive act language referencing the IARC as the decider of which cancers are covered with a list of 11 cancers commonly contracted by firefighters.

From the Editor / Secretary-Treasurer

Convention Action Strengthens TSAFF

Brandon Day

My first convention as your Secretary-Treasurer is in the books. I want to personally thank Leo Mendoza and the McAllen Fire Fighters Association L-2602 for an outstanding job hosting this year's Convention. While many obstacles were thrown their way, they adapted and overcame to provide an incredible experience for those that attended.

As I reflected on the state of TSAFF prior to our 46th Biennial Convention, I was reminded of this: Our TSAFF is ever changing and, in my opinion, these changes have been for the better. They were not always easy changes, but they were for the better. In order for us to appreciate where we are, let's pause and look at where we have been.

As your secretary-treasurer, I naturally want to start with our finances. Consider this: In 1994, our state association per capita rate was \$4.44. At that time, we only had a little over 9,000 members.

In the past 25 years, the Consumer Price Index has risen by more than 57 percent in the Southwest region.

This means that if we had stayed with inflation, our current dues would be \$7.76 – even if we had invested in nothing new for our members and organization. However, our dues going into Convention were only \$6.98 – and there's no question maintaining the status quo or going backwards was not an option for our State Association.

In that time our membership has risen to 18,873 members – in other words we have more than doubled. Our service program continues to support locals throughout the state with contract, grievance and disciplinary matters. In the past two years, we've been on the ground

in more than 70 communities served by TSAFF members. And we're on the phone, and online, with many more than that in the day-to-day service of our TSAFF affiliates.

We also have added three district vice presidents, a district legislative program, a communications program that is doing incredible work and training locals and members across this state to get their message – and our message – out and into the public. We have strengthened our education services and are giving locals the tools they need to be successful, well-run organizations that make the most of their available resources. We have done all these things despite having cost indices and inflation pass us by.

Membership increases generated dues, of course, but they also bring increases in demands for our services. We discussed the more than 100 percent increase our TSAFF has had in membership over the last 25 years. Of that increase though, 28 percent has come these last two years with the addition of 17 new locals. Our state association is clearly growing in size and, I believe, in reputation

Over these last two years, with assistance from the executive board and my assistant, Liz Wright, we have been able to implement several new changes that make our TSAFF more efficient. The first was by changing the statements for affiliates. We now are able to get info directly from the IAFF and send out statements based on those numbers. This makes the job of local treasurers easier by only having to submit changes to the IAFF. This also allows us a better picture of the membership changes across the state.

Next, we introduced a training module to help give the tools and resources that local



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secretaries and treasurers need. As we know, the job of secretary-treasurer for our locals is not easy. We want to make it easier. Offering more support to our secretary-treasurers around the state has been a very well received addition. Locals across Texas are now implementing budgets where they had never done so before. They are using accounting software to track their expense more accurately. They have a better understanding of documents retention and communications with members. We have taught over 70 members this class and are currently planning the next class in Plano, October 24-25.

Then, we were able to offer autodraft for payment of dues. This was something that had been a long time coming. My predecessor, J.R. Sullivan, worked on trying to get this implemented as well. We were finally able to get it done and offer it to our locals. To date, the program has been in place just over a year and is currently being utilized by 125 locals. That is 68 percent signed up in 13 months. Paying dues is more convenient than ever – and it doesn't require writing a check or going to the post office to send it in. As you can see, a lot has changed.

From the Editor / Secretary-Treasurer (continued)

Now let's look at where we are. I believe that delegates to this convention, more so than ever, determined the direction we are headed. We had some very lofty goals and we had some big resolutions to get us there. We also had resolutions to scale back the TSAFF. We as an executive board did our best to show the direction we wanted to go, but it was up to the delegates to approve that plan and they did. By passing per capita resolutions that brought our dues to \$9.20, we have added and further strengthened our ability to provide needed

services and legislative support across the state.

We have built a state organization that rivals other states across the IAFF. We are building an organization in Texas that is the envy of other state labor organizations. We have a great staff and network of resources to help our members. We have a growing legislative program. We have a hardworking board. We have committed members doing great work around the state. We have made Texas firefighters relevant!

As I wind up my remarks, please know that my time so far as secretary-treasurer has been the most incredible experience of my union career. It has also been the most rewarding. I am proud to serve you. Most importantly I am proud of the work you do. Our members are what make the TSAFF the best state union in the IAFF!

And I will promise you today, that as long as I am part of this organization, I will continue to work as hard as I can for every firefighter across the TSAFF.

Service Training Is Open for Registration

The upcoming TSAFF Service Training, hosted by Georgetown L-3991 from Sept. 23 to Sept. 27, will offer two tracks of classes.

Track 1 will include:

- Overview of statutes affecting firefighters
- Guide to advocacy in arbitration / mock hearing positions and team assignments
- Mock hearing; negotiations; understanding the process
- Bargaining contracts under 142 and 174 ground rules
- Mock negotiations

Track 2 will include:

- Local union administration roles and responsibilities
- Communications for local officers
- Workers' compensation
- Budgeting / secretary-treasurer roles
- LODD / peer support
- Political discussion

Fees for the training (\$40; \$60 after Sept. 2) are non-refundable, but may be transferred to another attendee by Sept. 23. Each participant will be responsible for his or her travel, hotel and meals. The last day to make



hotel reservations and register for class at the \$40 fee is Sept. 2. Between Sept. 3 and 23, the late registration fee is \$60.

All sessions will be held at the Sheraton Austin Georgetown Hotel & Conference Center, 1101 Woodlawn Avenue Georgetown, Texas 78628. TSAFF has arranged a special room rate of \$145.00 single or double plus tax. Reservations may be made online [by visiting this link.](#)

Registration forms are available online at tsaff.org. Credit card payments for the training fee can be made by calling the TSAFF office at (512) 326-5050. Checks may be mailed (with completed registration form) to: TSAFF, 627 Radam Lane, Austin, TX 78745.

Questions about the class should be directed to TSAFF Secretary-Treasurer Brandon Day at bdays@tsaff.org or (214) 415-0201.

2019



TEXAS STATE ASSOCIATION OF FIRE FIGHTERS

46th Biennial Convention

MCALLEN, TEXAS

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rom all parts of Texas – from Abilene to The Woodlands and beyond – nearly 300 TSAFF delegates, staff, and guests made their way to McAllen for our 46th Biennial Convention. A full week of work put our state association on a path of further growth and service for our 18,000-plus members.



A Convention of Momentum

Delegates pass 31 resolutions to further strengthen TSAFF programs and support

As promised at the 2017 state convention, McAllen firefighters and other TSAFF District 3 locals delivered extraordinary hospitality in and out of the convention hall. The McAllen Performing Arts Center provided a high-tech venue for the convention opening and our hosting of IAFF General President Harold Schaitberger, IAFF General Secretary-Treasurer Ed Kelly, among other guests, and local dignitaries.

TSAFF President John Riddle said, “The

important take-away from the 2019 convention is that our members chose to further invest in the political, legislative, leadership, financial, and communications programs and support that TSAFF provides. As I said on the opening day of the convention, I can confidently report that our state association is strong and we are getting stronger. I believe our convention delegates recognized that we are good, but we can be even better. Their investment in our programs sent a strong message.”

A two-year TSAFF budget of more than \$2 million — with significant cost-factor resolutions related to political, legislative, communications programs — was approved by convention delegates.

TSAFF Secretary-Treasurer Brandon Day said, “Our TSAFF is ever changing and, in my opinion, these changes are for the better. They’re not always easy changes. But they are for the better. There’s no question maintaining the status quo or going backwards was not an option for our state association.”

In TSAFF elections, the positions of president, secretary-treasurer, five of the six district vice presidents, four director and trustee positions, and the AFL-CIO rep position were won by acclamation. In the one contested race, Pedro “Pete” Martinez, of Arlington L-1329, defeated Alan Jacobs, of Keller L-3731, 20-19.

Riddle added, “All of us that were re-elected and those in new leadership positions are grateful for the support we have. We will work hard to keep the trust of our members around the state. We’ve got a lot of work to do in the next two years.”

The 2021 TSAFF convention was jointly awarded to Garland L-1293 and Rockwall L-5057.



↑ Resolution amendments prompted discussions and quick convention floor action.

2019 Convention

(continued)

Here's an overview of passed resolutions, which are effective Aug. 1, 2019 ("A" means amended before passage):

- **Resolution 1A** - The TSAFF per capita tax was adjusted CPI-based 2.6 percent due to inflation. (Cost factor: \$.085)
- **Resolution 3A** - Due to increased costs and litigation related to presumptive cases and other matters, the TSAFF Emergency Defense Fund was increased by 50 cents per member. (\$.50)
- **Resolution 4** - The annual salary of the TSAFF Legislative Director was increased to a market-competitive \$200,000.
- **Resolution 5** - The annual salary of the TSAFF President was increased to \$82,000 by Aug. 1, 2020. The annual salary of the Secretary-Treasurer was increased to \$58,500 by Aug. 1, 2020. The salaries for TSAFF District Vice Presidents were raised to \$29,500 by Aug. 1, 2020. (\$.34 in 2019; \$.335 in 2020)
- **Resolution 7** - The two-day TSAFF Secretary-Treasurer classes were increased to two per year. (.04)
- **Resolution 8A** - The position of Media Relations Consultant was replaced by the position of Communications Director which will report to the executive board at quarterly meetings, deliver training, and support the TSAFF across Texas. (\$.01)
- **Resolution 9** - The annual salary of the TSAFF Communications Director was established at \$75,000, plus benefits commensurate with other TSAFF staff directors. (\$.315)
- **Resolution 10A** - The TSAFF policy manual was amended regarding use of TAFPAC funds for active or retired firefighters that run for political office. (\$0)
- **Resolution 15** - The duties and responsibilities of the TSAFF executive board were clarified in the TSAFF Constitution and By-Laws. (\$0)
- **Resolution 16** - Credentials committee responsibilities for TSAFF constitutional conventions were clarified and changed in the TSAFF Constitution and By-Laws. (\$0)



↑ Pedro "Pete" Martinez was elected as TSAFF 5th District Vice President.

- **Resolution 18A** - Convention delegates bestowed upon Brother Curtis Dunn the title of Vice President Emeritus. (\$0)
- **Resolution 19** - The bid and selection process for future TSAFF conventions was clarified. (\$0)
- **Resolution 20** - The coordination of TSAFF activity at the annual IAFF Legislative Conference in Washington, D.C. was clarified. (\$0)
- **Resolution 21** - The TSAFF executive board created, appointed members to, and funded related activities for a Health and Safety Committee (\$125)
- **Resolution 22** - Funding of attendance of all TSAFF board members of the IAFF ALTS, Redmond and Legislative Conference events was approved. (\$.035)
- **Resolution 23** - The TSAFF Constitution and By-Laws were changed to clarify bonding requirements of officers and employees that handle funds or property. (\$0)
- **Resolution 24A** - The TSAFF executive board will retain a Political Consultant for support of affiliates' political activity. (\$.195)
- **Resolution 25** - The membership education line of the TSAFF budget was increased for independent expenditure political activity. (\$.10)

2019 Convention (continued)

- **Resolution 26A** - The TSAFF Constitution and By-Laws were changed to clarify Limited Service membership. (\$0)
 - **Resolution 29A** - The TSAFF will fund, for two years, housing through the Firefighter Rotary Home in Houston for TSAFF firefighters and family members receiving treatment at the Houston Medical Center. (\$.09)
 - **Resolution 30** - TSAFF endorsed Houston City Council Member Dwight Boykins in the Houston mayoral race. (\$0)
 - **Resolution 31** - TSAFF employee negotiations will be conducted by two executive board members and two trustees as designated by TSAFF President. (\$0)
 - **Resolution 32** - TSAFF endorsed Harold Schaitberger for IAFF General-President, Ed Kelly for IAFF General Secretary-Treasurer, and Sandy McGhee for IAFF 11th District Vice President. (\$0)
 - **Resolution 33** - The costs of the Paul Kelly Humanitarian Award honoree ring will be covered by the TSAFF starting at the 2021 biennial convention (\$0.005)
 - **Resolution 35** - Reimbursement of TSAFF officers emeritus for attendance of TSAFF biennial conventions was clarified. (\$0)
 - **Resolution 36** - TSAFF Legislative Agents will be involved in EMS-related legislation at the Texas state capitol. (\$0)
 - **Resolution 37** - The biennial convention work of the TSAFF communications team was recognized and TSAFF members were encouraged to become involved in related activity ahead of the 2021 convention. (\$0)
 - **Resolution 38** - Convention speaking and voting privileges were clarified and convention registration fees for TRFFA members were waived. (\$0)
 - **Resolution 39** - The McAllen Professional Fire Fighters Association, L-2602, were thanked for hosting the biennial convention. (\$0)
 - **Resolution 40** - A behavioral health initiative, under the TSAFF Health and Safety Committee, was established by the TSAFF executive board. (\$0)
 - **Resolution 41** - The TSAFF Constitution and By-Laws were changed to reflect six, not five, districts in the state association. (\$0)
- A complete convention report will be distributed as soon as possible.

2019 TSAFF Election Results

- John Riddle**, President *
- Brandon Day**, Secretary-Treasurer *
- Bobby Whiteley**, 1st District VP *
- Steve Dorris**, 2nd District VP *
- Aidan Alvarado**, 3rd District VP *
- Mark Medrano**, 4th District VP *
- Pedro Martinez**, 5th District VP (def. Alan Jacobs, 20-19)
- Marty Lancton**, 6th District VP and AFL-CIO Rep *
- Bill Crews**, Trustee - Zone B *
- Craig Harkcom**, Emergency Relief & Scholarship Fund Director - Zone A *
- Tanner Schlottman**, Emergency Relief & Scholarship Fund Director - Zone B *
- Galen Key**, Emergency Relief & Scholarship Fund Director - Zone C *
- Garland-Rockwall**, 2021 TSAFF Convention*

* Elected by acclamation

↓ Convention delegate Jordan Garcia of Garland L-1293



Texas Locals at the 2019 Convention

Abilene	Georgetown	Odessa
Amarillo	Grand Prairie	Orange
Arlington	Grapevine	Pampa
Baytown	Harlingen	Plano
Beaumont	Houston	Port Arthur
Brownsville	Hurst	Red Oak
Bryan	Irving	Rockwall
Burleson	Keller	Rowlett
Carrollton	Killeen	San Angelo
Cedar Hill	Lake Travis	San Juan
College Station	Laredo	San Marcos
The Colony	Lewisville	Southlake
Conroe	Longview	Stephenville
Corpus Christi	Lubbock	Sugar Land
Crowley	Lufkin	Sulphur
Dallas	Mansfield	Springs
Denton	Marshall	Texarkana
Desoto	McAllen	Tyler
Edinburg	McKinney	Waco
El Paso	Mesquite	Weslaco
Fort Worth	Midland	Wichita Falls
Frisco	Mission	The Woodlands
Garland	Nederland	

TSAFF 2020

IAFF Endorsements

Harold Schaitberger, Ed Kelly and Sandy McGhee Earn Continued Support of TSAFF

Convention delegates at the 46th TSAFF Biennial Convention unanimously reaffirmed support and endorsements.



IAFF General President

Harold Schaitberger

Excerpt from TSAFF letter of support:

“The extraordinary state and stability of our IAFF is a testament to your visionary leadership and to your dedication and commitment to improving the lives of firefighters throughout the United States and Canada. We have no doubt that you will continue to lead our organization with the same drive and determination that you have demonstrated throughout your service to our IAFF. We look forward to working with you as you continue your work to build on our union’s momentum.”



IAFF General Secretary-Treasurer

Ed Kelly

Excerpt from TSAFF letter of support:

“Your work and dedication has not only maintained, but also improved the financial stability of our IAFF. We have no doubt that you will continue to protect the financial interests of IAFF members with the same dedication and attention to detail that you have already demonstrated as our General Secretary-Treasurer.”

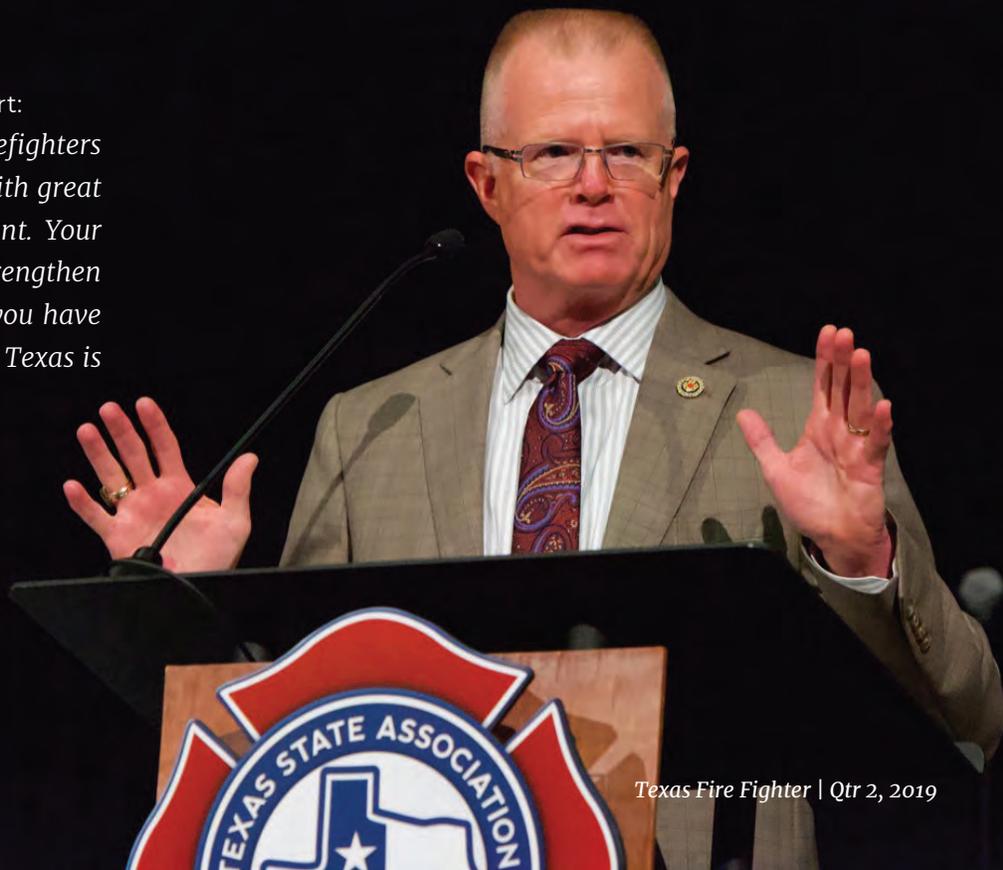


IAFF 11th District VP

Sandy McGhee

Excerpt from TSAFF letter of support:

“For 14 years, you have served firefighters in Texas and around the nation with great distinction, honor and commitment. Your leadership continues to further strengthen the ‘Mighty 11th’ District. Just as you have stood strong for Texas firefighters, Texas is proud to stand strong for you.”



District 1 Third Annual West Texas Tour Set

*Vice President
Bobby Whiteley*

First let me say how proud I am to be re-elected TSAFF district vice president. Our members in District 1 are the best. We do everything as a team and no one individual can take credit for what we are accomplishing. You all have rolled up your sleeves and been involved with our state senators and representatives to help us accomplish our goals. You have helped our profession move forward for those that ride the rigs and those who will. I'm very proud and humbled to be a part of our District 1 team.

We will have discussions on how our legislative session went soon. You all knocked it out of the park. We have shown our presence at the capital and our commitment to making your profession and lives better. Make no

mistake, you have done a hell of a job meeting with elected officials to help us attain our legislative goals. Time for off season work to begin soon, so rest up.

You have shown that we are going keep moving forward, making our profession better by your convention actions. There will be a convention report out soon and resolutions that you voted up will help us move into the future of the fire service. A succession plan is absolutely a must and you have shown us that is what you want. We have more members involved in our TSAFF than I can ever remember.

A quick word on the social media presence that is going on in the 1st District. Our locals are doing a tremendous job making the



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communities aware of what we do and how much we contribute to our community. This is a must when we try to convey our agenda to elected officials. Social media helps us with every aspect of our profession, safety, training, benefits, salaries, equipment, just to name a few.

There will be more training to come. We will convene in El Paso for a board meeting and training to be announced (October). Stay tuned for upcoming training sessions around the state. As always, anyone can attend training in any district.

The third annual West Texas Tour with 11th District VP Sandy McGhee will be this fall, most likely in November or December. I will be contacting locals to schedule meeting times.

In closing, I want to thank all of our members who attended convention in McAllen. And especially those who stayed home to work extra shifts so your brothers and sisters could show up and do the good work. Our members in the 1st are doing a tremendous job.

Strength in brotherhood!

← Recently retired Wichita Falls firefighter Corky Scarbrough was honored with the Paul Kelly Humanitarian Award at the TSAFF 46th Biennial Convention.



District 2 Gladewater L-5210 Welcomed to TSAFF

Progress in Allen and Sulphur Springs

Vice President
Steve Dorris



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Summer is here and locals are extremely busy all over the 2nd District.

A quick scroll through Facebook, Instagram or other social media platforms will show locals using their communications and social media skills to promote their annual MDA Fill-the-Boot campaigns, with several locals having record setting collection years.

In addition, locals across the district were also engaged in their local municipal elections. From endorsements and block walking to door knocking and social media campaigns, locals across the district were engaged in the most important work we do... political activity!

Speaking of political activity, congratulations to Allen L-3453 on securing Meet and Confer through council vote and to Sulphur Springs L-3237 on flipping several un-friendly council seats and getting their fire

chief position reinstated...proof positive that elections matter!

Back in February, IAFF DVP McGhee and I finished up the second and final leg of the "Every Local Matters" tour. We visited with 22 locals over four days and had some great conversations about politics, communications, workers comp, cancer prevention, union administration and much more. Lots of good work going on around the district.

Big shout out to all the 2nd District locals that put in a long week at Convention doing the work and setting the direction of this TSAFF for the next two years. We had 38 delegates and 12 alternates representing 16 locals.

Also, congratulations to Rockwall L-5057 and Garland L-1293 on their successful bid for the 2021 Constitutional Convention!

I'd also like to take this time to say how honored I am to have been re-elected to a third

term ... it's my great privilege to represent the 2nd District and to serve all TSAFF firefighters.

Finally, I'd like to welcome our newest affiliate local, Gladewater IAFF L-5210 along with some new local presidents around the District:

- John Moore - Gladewater L-5210
- Mark Escamilla - Denison L-69



ADVERTISE WITH US

TEXAS FIRE FIGHTER

Advertising in the Texas Fire Fighter newsletter is a great way to reach more than 18,000 professional Texas fire fighters in 185 communities.

For more information, please contact Cindy Gonzales at the TSAFF office at (512) 326-5050 or cindy@tsaff.org.

District 4 Grateful for Re-Election Support, Moving Forward

*Vice President
Mark Medrano*

I am proud to be re-elected to serve as your 4th District VP for another two years!

We have been working hard for the last four years to bring you the best service possible and you (the members) apparently have noticed! This year's convention was proof that the state association's efforts have not gone unnoticed and the members are pleased with the work performed and want us to continue to move forward!

We had a very successful legislative session this year due to all the hard work by our Legislative Director (Glenn Deshields), Aidan Alvarado, Johnny Villareal, our DLA's and many others who testified and worked on your behalf.

There is a lot of service work being done around the district and the state which keeps

our service director (Rafael Torres) and our political director (Joe Tellez) very busy.

As always, if you are in need of assistance, please do not hesitate to call me so we can try to address your issue before it is too late.

On another note, please remember to keep Cindy updated with your officer information anytime you change officers.

IAFF District 11 VP Sandy McGhee and I have covered most of District 4 for our "Every Local Matters" tour. If we have not visited your local, please be patient, we will make it as time allows.

The Secretary-Treasurer Workshop in Victoria was a success! Thank you, President Brandy Marek, for accommodating the TSAFF and welcoming our members to your city.

In other news, Temple was just granted



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contract. As always, the TSAFF is here to provide assistance with negotiations.

TSAFF District 4 delegates to the TSAFF 46th Biennial Convention celebrated the conclusion of the week's work



District 5

A Thankful Farewell with Best Wishes for Texas Fire Fighters

*Vice President
Curtis Dunn*

My 16th TSAFF convention is finally in the books. It was filled with melancholy feelings, a great but a sad convention as I had decided it was time to step aside as the 5th District vice president.

First, I would like to thank everyone for the support over the past 16 years for without each and every one of you, it wouldn't have been possible. A special thanks goes out to all my locals, especially Arlington L-1329 and Fort Worth L-440, who supported me from the beginning, through the good and bad.

Thank you, Buddy Mass, our prior IAFF District 11 VP. You were a mentor whose friendship I cherish, along with your continued support. I will never forget your words of encouragement, enlightenment and help during our 30-year friendship.

Sandy... you were elected to fill some pretty big shoes and have done so with class and pride. Thank you for always being there and always being Union Strong. You are a true union tradesman.

Guy T. and Bob York... I wouldn't have even run or been elected without your support and backing. You are both respected and always there for the TSAFF.

President Riddle... you have led us into the future and it's a bright one for us. Your leadership and vision for the future is why the TSAFF is growing and headed in the right direction. As a board, we have accomplished so much in the last 4 years and I couldn't have been prouder to be a part of it.

Darrell, Steve H., Carlos, Jeff, J.R., Steve D., Bobby, Mark, Marty, Aidan, and Brandon... Thank y'all for everything that was accomplished in my 16 years. It has been an honor to work with each and every one of you. Never a dull moment!



↑ After 16 years as TSAFF 5th District Vice President, Curtis Dunn makes farewell remarks at the 46th TSAFF Biennial Convention.

As for the 46th TSAFF biennial convention, I would like to say how proud I was at this convention. There were a lot of hard decisions to be made and after days of discussion and a raise in per cap, we now have a clear picture of where this TSAFF is headed.

I am excited and proud to await the future with this TSAFF executive board. Pedro "Pete" Martinez was elected as the new 5th District vice president in a very, very close election. Alan Jacobs was a strong opponent and one

vote decided the outcome. Congratulations to you both on a race well run. I feel the district has been left in very capable hands and look forward to seeing your work in the future.

Finally, I offer a special thanks to my family for all the years of support and love. As I said when I retired from the Arlington Fire Department, it's been a great ride and while I'll miss the clowns, I'm sure not going to miss the circus! Love you all!

District 6 Fighting More than Just Fire in Houston

*Vice President
Patrick M. “Marty” Lancton*

For a generation, Houston firefighters have done more with less. A decade of city budget cuts, including some during strong economic times after the recession recovery, has weakened HFD in several ways.

Our fleet and facilities have been neglected to the point that fire stations have plumbing, pollution and systemic problems. Ambulances break down on runs. So do fire trucks. We’re a decade behind in replacing life-saving equipment. And we’re losing hundreds of HFD-trained firefighters to departments in the suburbs and cities around the nation. With their departures go millions of dollars of training.

Continuing neglect of HFD by city politicians threatens not only our national rankings in areas such as cardiac saves, but also our basic provision of services. The practical effects of this decline could mean, for example, that we could face longer response times to EMS and fire calls because of increasingly limited resources.

In the business world, some corporate leaders argue that a vital way to ensure excellent customer service is to respect and fairly compensate employees and give them tools to succeed. With that in mind, Houston firefighters recently asked voters to do what city politicians would not: equally value our first responders.

During the past decade, Houston firefighters watched our pay dramatically erode. As city politicians found ways to increase pay for police officers by 37 percent since 2011, our pay rose by only three percent in that time. In Dallas, however, a starting firefighter now makes \$60,000 – about twice that of a new Houston firefighter.

Several months after our election

win, Mayor Sylvester Turner still has not implemented Prop B. The mayor is more committed to spending taxpayer dollars in an anti-democratic play to sue firefighters and defy the will of 292,000 Prop B voters.

As the mayor initiated further public safety cutbacks, including firefighter layoffs, we reminded the citizens we serve that city politicians always find funding for their pet projects and for pay-to-play political donor projects.

Responsibly maintaining the fire department and competitively paying firefighters is not an either-or decision. Just look at Los Angeles, which has successfully reinvested in and rebuilt its fire department – and its relationship with firefighters.

Houston firefighters appreciate the support we have in the community – from business owners to families and everybody in between. Through it all, HFD fire and EMS remain the top-rated service provided by the city.

We also are grateful for the fantastic support of the IAFF and TSAFF.



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Still hopeful that this political battle can be resolved soon outside the courtroom, I often reflect on the acrimony of the campaign, the million-dollar election campaign that pitted Houston police officers against us, and the costs incurred by both sides, financial and otherwise. I do wish some aspects of the fight could have been avoided, but there’s no regret – at all – that we stood up for what we believe is right, and will continue to do so for as long as necessary.



Legislative Report

Our 2019 Successes at the State Capitol

Legislative Director
Glenn Deshields

The 86th Legislative Session was in my mind a big success and we owe it to the fire fighters that have decided to get involved over the past few sessions.

The governor, the speaker, and the lieutenant governor had three goals for the session: budget, property tax reform and school finance reform. They passed all of those and we doubted there would be a special session. The governor was able to extend the state Plumbing Board, using executive action related to disaster recovery. This took away any reason to meet before next session.

There are multiple bills that passed that will affect fire fighters, but let's first go over the things that did not happen:

- **Dues Deduction** – We defeated multiple attempts to pass amendments related

to dues deduction. We were able to prevent these amendments from ever being able to go up for a vote. This issue faded somewhat this session due to the NFIB focusing on other issues, namely preventing cities from mandating sick leave on private businesses.

- **Pensions** – Another issue that faded somewhat this session. Nobody had the appetite to file major pension reform legislation after the insanity of the 85th session. Some of the players have moved on, but better returns and internal reforms has made this become less of an issue.
- **Assaults on Civil Service, Collective Bargaining and Meet & Confer** – While nothing passed this session, we believe there will be a renewed push to limit our



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labor abilities and rights. The Texas Public Policy Foundation has made attempts to limit business leave and we assume they will make limits on the ability of fire fighters to lobby and act politically.



↑ State Rep. Oscar Longoria, pictured here with Glenn Deshields, Aidan Alvarado, and Mike Silva, was recognized as the 2019 TSAFF Representative of the Year at the recent state association convention

Legislative Report (continued)

A bill that did pass, SB 2 might have future consequences for fire fighters. SB 2 is a bill that was designed to limit the amount of property tax a political subdivision could collect year-over-year by making receipts higher than 3.5 percent from the previous year subject to an election. There were exemptions such as new property. This would probably put the figure around 4 or 5 percent. They also may not reduce the compensation paid to a fire fighter. Cities are going to use this as a crutch in negotiations and do not want to give up the pet projects that got us to this bill. There have already been a couple of instances where cities have slowed contract negotiations claiming they did not understand SB 2. They absolutely understand it and are now worried that the projects and programs they had before that were cleared with nothing more than a vote of the budget, are now up for further scrutiny. Any limitation in city revenue can be a problem and if the cities had agreed to a 6 percent cap last session, they would not be in the current situation they are in. Our best strategy is to make sure our employers focus on the priorities of the community such as, public safety, roads and waste removal. If they get outside of these priorities, we need to identify and track it.

Here are some of the measures that passed that we worked hard on and will have long term benefits for fire fighters:

- **SB 2551** – This bill was filed by our very good friends, Rep. Dustin Burrows and Sen. Chuy Hinojosa and was our signature piece of legislation and took a long, winding route. We believe this will provide a huge step towards total workers compensation reform. It also should make the Presumptive Act usable.
- **HB1** – This is the budget bill and Rep. Oscar Longoria was able to attach a section that devoted \$2 million for professional fire departments in proximity to the Mexican border. Resources are being used to assist border operations but are not being reimbursed or funded by the state or federal government. Fire departments may start applying for these grants in

September. This is a work in progress and, so far, a two-session project. We expect to return for more money next session.

- **HB 3635** – By Rep. John Turner. This bill indexes line of duty death benefits to inflation. For many years we have had to pass a bill to increase the benefit, most recently in 2015 to \$500,000. This bill will ensure that we never have to do that again. Surprisingly, it takes a lot of effort and time, that we do not have to pass those bills. This is a big bill for the families of our members that are killed in the line of duty.
- **HB 2143** – By Rep. John Turner. This bill goes one step further to ensuring the maximum coverage under workers compensation for PTSD. Last session, we passed HB 1983 and had to bargain away a few items to ensure passage. HB 2143 takes the final steps.
- **HB 766** – By Rep. Dan Huberty. This bill would give permanently disabled fire fighters from on duty injuries or illnesses, up to 12 semesters of free tuition from Texas public universities. This is for undergraduate programs only.
- **SB 2182** – This brings police officers into the Presumptive Act, but not when it comes to cancer.

While there was a change in leadership on the House side from Straus to Bonnen, this session ended up passing the same percentage of bills as last session. We will definitely be revamping our political giving to reflect the changes that have occurred. We look for your input and contacts to better our position for next session.

The immediate interim period will be assuring any rule making at the Commission on Fire Protection and the Division of Workers Compensation is handled properly.

If you have any questions, please email (gdesields@tsaff.com) or call me at 512-947-1349. I am always available for assistance.



Calendar of Upcoming Events

Dates of events are subject to change.

- IAFF Redmond Symposium
Nashville, TN
August 19-22, 2019
- IAFF Fallen Fire Fighters Memorial
Colorado Springs, CO
September 21, 2019
- TSAFF Service Training
Georgetown, TX
September 23-27, 2019
- TSAFF Executive Board Meeting
El Paso, TX
October 15, 2019
- IAFF 11th District Partnership Education Program
Durant, OK
November 6-7, 2019
- IAFF Affiliate Leadership Training Summit/ Ernest A. "Buddy" Mass Human Relations Conference
Lake Buena Vista, FL
January 19-22, 2020
- IAFF 55th Convention
Orlando, FL
August 10-14, 2020

Political Report

Let's Build Your Political Program

Political Director
 Joe Tellez

An effective political program is vital to the success of any local. By the mere fact that we, as fire fighters work for a governmental entity, politics is something that we must be involved with. Whether we are advocating for wages, better staffing, pension protection, health and safety, or fighting to protect job rights and benefits we are involved in politics and are using political action sometimes on a daily basis. That is why it is important to educate our members and get their buy-in in order to create a political program or to enhance an already existing political program.

How do we do this?

Setting up a political action committee within the local can be a good first step. The committee can be tasked by the TSAFF executive board to reach out to the local

city council members and set up a meet and greet over coffee or lunch. The goal is to start developing relationships with the people who may have the greatest effect on our profession.

Getting involved in the election process is another step in developing a political program. By interviewing and vetting candidates, the committee will determine which candidates support our issues. The committee will also get to hear from those candidates that do not support our issues and decide on an endorsement. An endorsement simply means that the candidate has committed or has shown their support by voting in favor of our issues.

Voter registration is another important point to address. This is a two-fold process. Making sure that our members are registered to vote is half of the equation. The other half



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is making sure that their voter information is correct and up to date.

These are just a few of the steps to take in developing a political program for your local.

For more details or if you have questions, please contact jtellez@tsaff.org



Preserve the Past

Please help ensure that the extraordinary work of TSAFF firefighters is included in our history.

We seek recent and historical fire and EMS incident photos and video for display at the upcoming TSAFF and the 2021 state association convention.

We will ensure original materials are handled carefully, credited if used, and returned. An FTP link to conveniently upload videos and photos is available.

If you can help or have questions, please contact us at your convenience.



Photo Credit: Plano Firefighters Association.

Service Report

Cities Appeal More Arbitrator Awards

*Service Director
Rafael Torres*

Speaking of service with the TSAFF, there have been many indefinite suspensions given by fire chiefs across Texas in the last six months with little or no specific proof for these unreasonable types of discipline.

It appears that cities are appealing more arbitrator awards to courts of law for no reason other than allowed by Texas Local Government Code 143. Some of these cities are spending tens of thousands of dollars on these and other court-related costs. It is no wonder that city budgets are sometimes coming up short. The truth is, the citizens probably do not know that their city's decision makers are spending their tax dollars in this way. This is one of many reasons the local union needs to be politically involved in local city politics.

Firefighters have been seeing the political attacks on workers compensation laws, pensions and several other issues at the state capitol the last few sessions. Attacks on pensions are happening this session and I promise you that they will not go away, and denial of workers compensation claims will continue. These are the continued advances from cities that want to "take back local

control," deprive us of public safety laws that were hard fought to secure many years ago.

We are a union – "an organization of workers in a particular business or industry that is set up to serve and advance its members' interests in terms of wages, benefits, working hours and working conditions. Its aim is to improve members' pay and conditions of employment" – and it is an honor to represent each of our Locals.

If a firefighter represented by the union believes their rights under a Texas state statute have been violated, then the union may intervene on that person's behalf. Examples of such situations include the indefinite suspension/termination of an employee, promotional bypass, or failure to pay an employee for overtime.

On average, unionized firefighters whose local affiliate belongs to the state and international organizations have a greater advantage over firefighters that are not affiliated at the state and international levels in securing and protecting their hard-fought benefits, workers compensation and pensions. Every day we see headlines taking aim at public employee pensions, calling these plans grossly



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generous and accusing unions of plundering state coffers. But we know that pensions are not padded gifts from employers, but rather deferred wages earned and owned by fire fighters and designed to provide for them and their families when they are no longer on the job. We need to continue to defend the attacks on public pensions and debunk the critics. The TSAFF works endlessly to accomplish this and with your continual assistance will remain doing this for you in Austin.

The TSAFF Service Training Class will be offered on Sept. 23-27, in Georgetown, Texas. Make plans to attend as there have been hundreds of TSAFF members trained since the start in 1986. The announcement with hotel details and class schedule will be sent out soon, so make sure that your officer information has been updated if you have had a change in your local's leadership.

In an effort to help its members stay educated, informed and strong the TSAFF offers many opportunities for the local leader to sharpen their knowledge in the form of secretary-treasurer, communication and leadership classes. Check TSAFF.org for dates and details.



↑ TSAFF is supporting Texarkana L-367 firefighters in contract negotiations.
Photo: KLFItvTexarkana livestream.

Health & Safety Committee Reporting Cancer Cases Is Critical

James A. Younger

In 2015, a study conducted by NIOSH found that firefighters have a greater number of cancer diagnoses and cancer related deaths than the general population.

In 2018, H.R. 931 charged the Centers for Disease Control and Prevention to develop and maintain a registry of firefighters in order to collect history and occupational information that can be used to determine the incidence of cancer among firefighters.

A registry of this type is used to improve monitoring of cancers in firefighters and to publish studies and findings from epidemiological information. In order for the CDC to complete such a monumental task they must first reach out to each state and confirm their registry can and will connect with each state's firefighter cancer registry.

As we all know, cancer is one of those diseases that has no conscience and does not discriminate against who it conflicts. The average of one in four firefighters diagnosed with some form of cancer in the United States is of epidemic proportions, and it should scare each one of us!

Being proactive in the way we approach

our daily tasks is one of the best ways we can fight back. Of course, having two sets of turnouts is a great idea, although it's not always feasible for larger departments or smaller departments with sparse budgets. Many of the studies reveal that carcinogens are entering our systems through absorption at the neck, and groin areas.

For this reason, thyroid cancer is on pace to take over as the top cancer found in firefighters, surpassing testicular cancer. Proactively, we must push our departments to invest in wipes, second hoods, and putting into place gross decon and transport of contaminated gear protocols for our protection. Leaving as much of the carcinogens at the scene and abating the rest of them once we are back in quarters will help tremendously in controlling the rise of cancer diagnosis. That sooty helmet and smoke-stained gear is no longer considered a badge of honor or glory, it's a signed death warrant for all those in contact with its contaminants.

While working to determine the true number of cancer diagnoses in firefighters here in Texas, the Texas Commission on Fire Protection (TCFP) was left stunned by the



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low numbers that have been reported in the last year. This number was below 10! I know personally three of our members in El Paso that had a diagnosis in the last year and I talk to members around the state that identify with like numbers.

So where is the disconnect?

It has been determined that while we are getting better at filling out the workers comp forms, we are missing a large part of the tracking at the state level. TCFP is mandating that any department reporting a worker's comp claim for a cancer diagnoses, that they also report the same to the TCFP for data collection in the state registry.

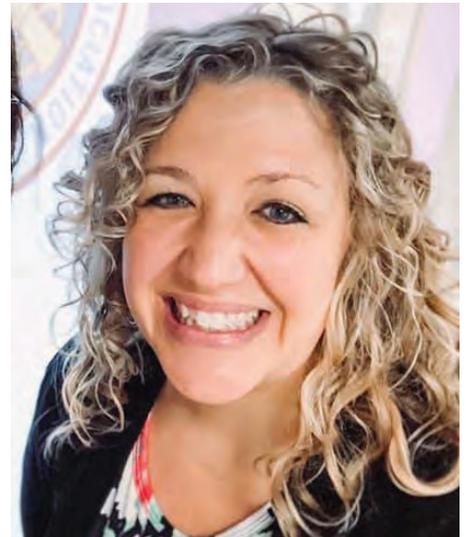
This reporting helps on a couple levels, the first is that we are more able to track trends of the types of cancers being diagnosed in firefighters. Second, when we go to the lawmakers to try and stiffen presumptive laws and add amendments to help victims navigate the workers comp maze, we will have hard facts and figures for testimony. Lobbying for cancer presumption has been a marathon effort by locals across the state but the fight is far from over. Knowledge is power, and the more data we have in the future the stronger the battle we can wage.



Tracking cancer cases at state level is important for our advocacy efforts in Austin.

MDA Texas Is No. 1 'Boot' Fundraiser

Firefighter campaigns stay strong



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Texas firefighters enjoy MDA Summer Camp just like the campers.

Congratulations on a successful 46th Biennial Convention in McAllen. We had staff in attendance from all five MDA offices in Texas and they enjoyed the opportunity to spend time with many of your members throughout the week. For the 16th year in a row, Texas was given an award for being the top fundraising state for MDA in the country. This is because of each of you and the unmatched dedication your firefighters have for MDA. We are proud to partner with you in

the fight against neuromuscular disease – thank you for every hour you stand out on the corner holding a boot for MDA!

MDA Summer Camp

Transforming lives takes teamwork. At MDA, we especially recognize the need for supporting kids and young adults in developing their confidence and independence. For this reason, each year we continue to offer camp to thousands of these children and young adults.

At camp, a life-skills curriculum teaches campers to advocate for their needs and to become more independent. Kids also practice the skills that help them more confidently navigate everyday life. And we see it working. Ninety-percent of parents agree, MDA's Summer Camps increased their children's confidence.

Camp gives kids a chance to discover new interests while gaining self-confidence, making lifelong friendships and experiencing the independence of being away from home. Thanks to generous partners like the IAFF, MDA provides a safe, inclusive summer camp experience at no cost to families. Camp offers a variety of activities and programs such as arts and crafts, sports and games, traditional

Fill-the-Boot Benefits: 8 FDA-Approved Drugs



MDA

(continued)

camp activities and more. Every activity is adapted to the abilities of youngsters with neuromuscular disease. Plus, campers are paired with camp counselors to help with activities of daily living and personal care.

The IAFF has stood on the frontlines with us for 65 years, championing our work to transform lives—and together we can change the future of neuromuscular disease. We love when our fire fighters visit camp—it is the BEST day of the BEST week of the year according to our campers! We have had many Texas Fire Fighters attend MDA Summer Camp this year, thank you!

Why Does Research Matter?

With the IAFF's help, MDA is the largest non-governmental funder of neuromuscular research in the country. A single breakthrough can lead to a cure, and in 2018 MDA supported 224 research projects worldwide.

Our network model means findings from one disease often enable progress in others; maximizing the speed at which we can make progress. The pace of therapy development is increasing and in the last decade we have seen the FDA approval of eight drugs. These breakthrough therapies can have a life-changing impact on patients. Again, these

changes are happening as a result of the time your locals spend holding a boot for MDA – big things are happening for our families today and future families. It's an exciting time for research and for changing the lives of families living with neuromuscular disease!

Becky is the new Regional Manager of Fire Fighter Partnerships for the Southwest Region. She took over this role in February, when Jenny Hanie promoted to a National Director position. Becky has worked for MDA for 15 years, as the Executive Director in the Tulsa, Okla. office. She is excited to get to know more of the TSAFF members and is ready to help however needed! Feel free to reach out to introduce yourself!



Let's Make a Difference: Donations of Texas Firefighting Gear Sought for Fire Fighters in Mexico

TSAFF is working with Lakeside Assistance Group (LAG), an international charity in the Lake Chapala area near Guadalajara, Mexico. We hope to provide decommissioned equipment and apparatus to firefighters at some of the 70 fire stations in the Chapala area. LAG is well established and registered with the Mexican government and has tax/tariff exemptions and legal releases from the Mexican government regarding donations. TSAFF will coordinate transportation of donated equipment with LAG. Here's some of what the Chapala-area firefighters need:

- Personal protective equipment, including helmets, hoods, boots, gloves, self-contained breathing apparatus sets, pass/man-down alarms, and breathing air compressors
- Hose lines and nozzles (1 1/2" and 2 1/2") and adaptors (Stortz)
- Road traffic collision and rescue equipment
- Paramedical equipment - AED, airway and suction tools, and oximeters
- Paramedic uniforms
- Hand tools, pry bars, hydraulic and screw jacks, wire stretchers, and backboards
- Stabilizing equipment
- Rope rescue equipment sets
- Ladders - 10', 20' and 35' - 45'
- Water pumps - portable and gas-powered
- Hose reel units off of decommissioned fire trucks (with or without small-bore hose reel tubing)
- Thermal imaging cameras
- Ventilation fans for smoke extraction

For more information, please contact Erin Powers (epowers@tsaff.org) or Brandon Day (bday@tsaff.org).

TAFPAC



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WICHITA FALLS 432 - Kelvin Childs

WOODLANDS 3846 - Doug Adams, Paul Taylor, Scott Windisch

GOLD

ABILENE 1044 - Kevin Johnson
ALLEN 3453 - Greg Truitt
ARLINGTON 1329 - Pedro Martinez
AZLE 3627 - Steve Lemming
BAYTOWN 1173 - Victor Medrano
BEAUMONT 399 - Michael Drury, Cody Hendon, Dannis McCullough, Jeffery Nesom, Matthew Robinson, Donald Schroeder
COPPELL 3178 - Matthew Uppole
DALLAS 58 - Mike McLemore, Robert Russ
DENTON 1291 - Jason Ballard, Mike Bardwell, David Becker, Brian Boone, Lonny Britten, Brian Cox, Charles Dillard, Mark Dora, Mark Fleniken, Brian Glenn, Chuck Goodman, Mike Holdscaw, John Jones, Mark Klingele, Brad Lahart, Carey McAdoo, Mathew Mitchell, Ward Morton, Chris Phillips, Ryan Poyner, Luke Scholl, Jason Small, Mike Tucker, Bert Witherspoon
EL PASO 51 - Steven Dieter
FORT WORTH 440 - Benjamin Brackett, Joe Crawford, Caleb Crow, Richard Harrison, Kurt Howard, Tim Johns, Donald Johnson, William MacQueenette, Laterrance Majors, Ronald Mills, Andre Milton, Jason Myers, Ray Russell, Jerry Stafford, Landon Stallings, Pat Vasquez, Mike Walters, Chad Ward, Don Westmoreland
GALVESTON 571 - Jens Jenson
GARLAND 1293 - Jerry Click, David Gott, Stephen Gullede, Chad Purcell, Donald Waddle
HOUSTON 341 - Gabriel Dominguez
KELLER 3731 - Michael Grossman, Charles Hardy, Charles Mitchell, Rudy Ponce, Scott Pritchett, Brandon Reaves, Christopher Reese, Elliot Thorpe, Ron Wilson
LUBBOCK 972 - Chase Addington, Dillon Allison, Ryan Davis, Brian Faz, Randy Lammons, Cody Nelson
MCCALLEN 2602 - Oscar Salinas
MESQUITE 1518 - Billy Petty, Jason Powell
PANTEX 1117 - Vance Robinson
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PLANO 2149 - Patrick Amoroso, John Barrett, Trend Bedford, Troy Berry, Dan Burks, Anthony DiMarco, James Harris, Chris Jefferson, Nicholas Kalina, Clayton Lane, Chris Larue, Chris Mougia, Josh Pitcox, Michael Reed, Mathew Sutphin, Roy Weed, Brandon Williams
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SWEETWATER 2943 - Allan Waddell
TYLER 883 - Hector Nunez
WICHITA FALLS 432 - Jim Davis, Nick Hillner, Donald Hughes, Randal Reel

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EL PASO 51 - Craig Dagen, Steven Lujan
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PLANO 2149 - Jeremy Engel
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SCHERTZ 4083 - Christopher King
WACO 478 - Chris Ballew, Shane Bivens, Adam Mary

BRONZE

ARLINGTON 1329 - Ariel Ayerdis, Christopher Balough, Javier Benitez, Luke Burgdorf, Caleb Cabellero, David Christie, Shawn Corder, Haris Druzanovic, Eli Fincher, Tim Fortner, Todd Gittins, Shawn Graham, Eric Gray, Mike Guadagnolo, Mickle Hartz, Juan Herrera, Scott Hofstrom, David Humphreys, David James, Jody Keeler, Davon Landers, Kevin Leverette, Kevin Lopez, Mark Maginnis, Marham Joseph, Edward Montague, Andy Neylon, Adam Osika, Jacob Parnell, Jonathan Patten, Christopher Prendergast, Sergio Rivas, Justin Robinson, Samuel Rochin, Adrian Rojas, Gustavo Salcido, Tyler Sassar, Jimmy Studer, James Thompson, Rowdy Vaquera, Zach Waters, Jayson Wittmayer, Ronnie Wright
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