



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

EXECUTIVE BOARD

Edward A. Kelly
General President

Frank V. Lima
General Secretary-Treasurer

VICE PRESIDENTS

James Slevin
1st District

Mark Woolbright
2nd District

Jay Colbert
3rd District

Andrew Pantelis
4th District

Mahlon Mitchell
5th District

Mike Carter
6th District

Ricky Walsh
7th District

Mark Sanders
8th District

Michael Frainier
9th District

Stephen Gilman
10th District

Michael Glynn
11th District

Walter (Walt) Dix
12th District

Fred LeBlanc
13th District

Danny Todd
14th District

Chris Ross
15th District

James B. Johnson
16th District

TRUSTEES

Ron Glass

Scott Marks

Anthony Mejia

October 20, 2025

VIA ELECTRONIC DELIVERY ONLY

Frank Zelaya, President
IAFF Local #2820 – Professional Firefighters of Miramar
14359 Miramar Pkwy Ste 482
Miramar, FL 33027-4134
president@miramarfire.com

Dear Brother Zelaya:

I have completed my review of your Constitution and By-Laws to determine its compliance with the IAFF Constitution and By-Laws. I am pleased to inform you that your Constitution and By-Laws is **APPROVED**.

Enclosed is your **approved** Constitution and By-Laws. An electronic copy has been retained for our records on your local.

Sincerely and fraternally,

Edward A. Kelly
General President

Enclosure

EAK/PJL:hrm

Cc: Walter Dix, Vice President, IAFF District #12

7/9/25

PROFESSIONAL FIREFIGHTERS OF LOCAL 2820

CONSTITUTION AND BY-LAWS OF THE PROFESSIONAL FIREFIGHTERS OF MIRAMAR (INTERNATIONAL ASSOCIATION OF FIREFIGHTERS)

Frank Zelaya
President

Ryan Myers
Vice-President

Silvia Barnet
Secretary/Treasurer

ARTICLE I: Name

SECTION 1:

The name and number of this organization shall be known as the
“Professional Firefighters of Miramar, Local 2820” of the International
Association of Firefighters.

SECTION 2:

References in this Constitution and By-Laws to “Local” or “Local Union”
shall refer to the Local as set forth in Section 1 above, and references to
“Association” or “International” shall refer to the International Association of
Firefighters.

SECTION 3:

This Local Union, its officers, representatives, and members, shall
recognize, observe, and be bound by the provisions of the Constitution and
By-Laws of the International Association of Firefighters and interpretations

rendered by the International General President, the resolutions, decisions, and directives of the Executive Board of Officers of the Association when made in conformity with the authority granted by the Constitution and By-Laws of the Association, and the resolutions and policies established by the delegates at the conventions. Article XIII of the Constitution and By-Laws of the Association is recognized as providing the basic rules governing this Local.

ARTICLE II: Jurisdiction

SECTION 1:

The jurisdiction of The Professional Firefighters of Miramar shall be as follows: All full-time, paid employees engaged in firefighting, emergency medical, rescue activities, or related services and covered by the collective bargaining contract.

ARTICLE III: Membership

SECTION 1:

Active Members: Any person of good moral character who at the time of making application is engaged in service within the jurisdiction of this Local, as given in Article II, will be eligible for active membership. Anyone eligible for membership in this Local shall not be refused membership or, upon acceptance, be discriminated against because of race, color, creed, national origin, sex, or by reason of disability.

- Active members who are excluded from the certified bargaining unit by virtue of their classification as managerial employees of the City (“managerial”), are eligible to maintain or to apply for active membership in this Local. However, they may not participate in the Local’s administrative and collective bargaining activities, including but not limited to those set forth within this Constitution and By-laws for active members. Such prohibited participation by the managerial members includes holding an elected or appointed office in the organization, participation in business meetings, voting to elect its officers or collective bargaining representatives, serving on its negotiating team,

participating in the formation of its negotiation positions, and any other exclusions allowed by law.

SECTION 2:

Honorary: For meritorious service to this Local or for distinguished public service, persons may be elected as Honorary Members by majority vote. Honorary Members shall not pay initiation fees, dues, or other charges and shall have no voice or vote in the Local. Such membership may be revoked for cause.

SECTION 3:

Maintenance of good standing: Membership in good standing includes any person who has fulfilled the requirements for membership in this Local and who has not voluntarily withdrawn, become ineligible for continued membership, or suspended or expelled as provided in the Constitution and By-Laws of the International Association of Firefighters or the Constitution and By-Laws of this Local.

SECTION 4:

Separation: When any member in good standing becomes separated from the fire service, the local union may allow said member to retain active membership or in lieu thereof, upon request of said member, shall issue a withdrawal card. This local union may issue withdrawal cards only to those members who leave the fire service or EMS in good standing or who are precluded by law or local ordinance or contractually from maintaining union membership by virtue of their fire department position. A former member holding a valid withdrawal card will not be charged a reinstatement fee upon reentry into the organization. A member who is duly elected as an officer of the International Association of Firefighters, or elected or appointed as a representative of or to an affiliated labor organization, shall retain his/her active membership in this union.

SECTION 5:

Delinquent Members: Members who fail to pay their monthly dues or

assessments by the fifteenth (15) day following the month such dues are payable, shall be notified by the Local Officer whose duty it is, that they are delinquent and will automatically be suspended and lose their good standing if payment is not made within sixty (60) days following such notification. Delinquent and suspended members are not entitled to voice or vote in the Local or in the affairs of the International.

SECTION 6:

Active Retiree: When a member of this Union retires with separation of service from the Fire Department, that member shall be allowed to continue affiliation with this Union providing they were in good standing prior to retirement, and they continue to pay their dues when retired. Active retirees shall have no voting privileges within this Union with the exception of any Active Retiree serving on the executive board) . Dues for Active Retirees shall be determined by the Executive Board.

Article IV: Meetings

SECTION 1:

The Local shall hold regular meetings on the second Thursday (if held in the evening) or second Friday (if held in the morning) of each month in Broward County, Florida. Meetings will alternate between evening and morning times as follows:

- January – Evening (6:30 p.m.)
- February – Morning (9:00 a.m.)
- March – Evening (6:30 p.m.)
- April – Morning (9:00 a.m.)
- May – Evening (6:30 p.m.)
- June – Morning (9:00 a.m.)
- July – Evening (6:30 p.m.)
- August – Morning (9:00 a.m.)
- September – Evening (6:30 p.m.)
- October – Morning (9:00 a.m.)
- November – Evening (6:30 p.m.)
- December – Morning (9:00 a.m.)

The President may cancel or reschedule a regular meeting with just cause. Additionally, if the President determines that morning or evening meetings better serve the needs of the Local, they may decide to hold all meetings in either the morning or evening at their discretion.

SECTION 2:

Special Meetings: Special meetings may be called by the President or by a majority vote of the Executive Board. All members in good standing shall be notified of such meetings via email or text message at least seven (7) days prior to the meeting. The notice shall specify the business to be considered, and no other business shall be conducted at the meeting.

SECTION 3:

Quorum: The Quorum for any meeting of this local either regular or special shall be ten percent (10%) of the members in good standing.

SECTION 4:

Rights of Members: Every active member in good standing shall have the right to attend any meeting and to participate in such meeting in accordance with the recognized rules as set forth in the manual of parliamentary procedure adopted by this Local. Members shall conduct themselves in such a manner as not to interfere with the legal or contractual obligations of the International or of this Local.

SECTION 5:

Rules for Meetings: The rules contained in “Roberts Rules for Meetings” shall govern the meetings of this Local in all cases not in conflict with this Constitution and By-Laws, or the Constitution and By-Laws of the International or interpretations of these documents.

Article V: Officers and Elections

Section 1:

The Officers of this Local shall consist of the following positions, which together shall comprise the Executive Board. All positions shall be subject to election every two years, except for the appointed Health Trust Chairperson.

- President (even years)
- Vice-President (odd years)
- Secretary-Treasurer (odd years)
- Health Trust Chairperson (Appointed by the PFFM President)
- Sergeant-of-Arms/ Parliamentarian (odd years)
- Union Representative I (odd years)
- Union Representative II (even years)
- Union Representative III (odd years)
- Union Representative IV (even years)
- Trustee # 1 (odd years)
- Trustee # 2 (even years)

Upon certification of this agreement, the Executive Board shall reclassify the previously existing “Shift Representatives” to a corresponding “Union Representative” position. All elected/appointed positions shall serve for their term and until election and installation of their successors, unless removed from office as provided in the Constitution and By-Laws of the International and this Local’s Constitution and By-Laws.

SECTION 2:

Eligibility for Office: Any active member or Active Retiree in good standing shall be eligible to be a candidate for office in this Local. Active Retirees shall be permitted to hold any position for office with the exception of President and Vice President.

SECTION 3:

Rights of Candidates: Every candidate for office shall have the right to request distribution of campaign literature, by mail, or otherwise, to all members in good standing, at the candidate's own personal expense. "A candidate for office" includes a candidate for membership on the Executive Board. There shall be no discrimination in favor of or against any candidate with regards to the use of the membership lists.

SECTION 4:

Use of Funds Prohibited in Elections: No funds received by this Local through initiation fees, dues, assessments or otherwise shall be contributed or applied to promote the candidacy of any person in elections of Executive Board positions. This section does not prevent the expenditure from Local funds for notices, factual statements of issues and other necessary expenses to conduct elections so long as they do not involve promotion of any candidate.

SECTION 5:

Method of Nomination and Election: All members in good standing shall be given at least fifteen (15) days advance notice, in writing, of the date, time and place at which nominations shall be made, and at least fifteen (15) days advance notice, in writing, sent by U.S. mail to the last known address of the member, of the date, time and place at which elections shall be held.

Any active member in good standing may nominate eligible members for office. Elections shall be by secret ballot/online vote. Vote by proxy shall not be allowed. If at the end of nominations there is one (1) candidate for a

given office, such candidate shall be declared elected by acclamation . The candidate receiving the majority of the votes cast shall be declared elected. If no candidate receives a majority of the votes, the voting shall continue until there is a majority vote. If the final vote of any Executive Board position results in a tie between the candidates, the winning candidate for office shall be selected by the drawing of lots in the presence of both candidates.

SECTION 6:

Elections Committee: The President shall appoint an Elections Committee, which will be responsible for distributing and tabulating the ballots. Each candidate shall be entitled to appoint one (1) observer who shall be permitted to witness the manner of the distribution and casting of the ballots and attend the meeting of the Elections Committee at which the votes are tabulated.

SECTION 7:

Ballots Preserved: The ballots and all records of an election shall be retained by the Secretary for one (1) year.

SECTION 8:

Vacancies in Office: When an office becomes vacant by the reason of death, resignation or removal of the incumbent, the Executive Board shall elect a successor by majority vote, no later than thirty (30) days from the date the office is vacated.

SECTION 9:

Electronic Balloting Procedures: Under the discretion of the Executive Board, Electronic voting may be used under the following parameters:

Secret ballot votes for local officer and/or IAFF convention delegate/alternate elections will be conducted through the use of an electronic platform by a vendor that complies with the U.S.

Department of Labor's guidance for Electing Union Officers Using Remote Electronic Voting Systems issued in December 2024, unless the Local Executive Board determines that the conduct of a vote using an electronic platform would be cost prohibitive, in which case such secret ballot vote would be conducted either by in-person polling or by mail ballot. Other types of secret ballot votes held by the Local may be conducted by electronic platform if determined by the Executive Board to be cost efficient.

In a secret ballot vote using an electronic platform, notice of the election, access codes, and voting instructions, which must include instructions on how to request a replacement access code, must be mailed using postal mail to every members' last known home address at least 15 days prior to the start of the voting period and at least 30 days prior to the close of the voting period.

In a secret ballot vote using an electronic platform, a voter eligibility list must be provided to all candidates 5 days before the start of the voting period and all challenges to eligibility must be submitted to the Election Committee 2 days before the start of the voting period. The Election Committee must resolve all challenges to eligibility prior to the start of the voting period.

Official observers designated by the candidates in any election conducted through the use of an electronic platform must be entitled to view the preparation and mailing of voter access codes and instructions, any replacement access codes and instructions, and the count and/or tabulation of electronic votes either in person or by video. Observers also must be permitted to watch a test run on practice ballots to verify that the system records and tallies votes accurately.

The local shall obtain from the vendor a digital and paper copy of the count and/or tabulation results at the conclusion of the election and must retain the voting system, and the vendor must retain all digital records (e.g., voting system, credentials, log files, time stamped software codes, tally results) related to the election for at least one year from the later date of the date of the election or the resolution of all election challenges, whereupon all digital records will be destroyed.

Article VI: Duties of Officers

SECTION 1:

Duties of the President: It shall be the duty of the President to preside at all meetings of the Local and at meetings of the Executive Board. He or she shall be the Executive Head of the Local. He or she shall be a member ex officio of all committees. He or she shall appoint such committees as may be provided for in this Constitution and By-Laws, and such special committees as may be authorized by the Local. Together with the Treasurer, he or she shall sign all checks lawfully and properly drawn. He or she shall enforce strict observance of the Constitution and By-Laws of the International and the Constitution and By-Laws of this Local. He or she shall have general supervision of the activities of other officers and chairmen of committees. The President shall discharge on behalf of the Local such duties as may be imposed upon him or her by applicable law, including the execution and filing of any reports to Federal and State Authorities, and he or she shall cause to be maintained by the Local such records as the law requires to be kept in reports filed by it.

The President shall appoint the positions of VEBA Trust Chairperson, Health Trust Chairperson, and Union Webmaster

SECTION 2:

Duties of the Vice-President: The Vice-President shall assist the President in such a manner as the President may determine. In the absence of the President, he or she shall preside at meetings of the Local and of the Executive Board. If the Office of the President becomes vacant, the Vice-President shall be Acting President until the office of the President is filled by election of the Executive Board.

SECTION 3:

Duties of the Secretary/ Treasurer: The Secretary/ Treasurer shall have the custody of all documents, records, books, and papers belonging to the

Local, except as may be otherwise provided in this Constitution and By-Laws. He or she shall keep an accurate record of meetings of the Local and the Executive Board, of which he or she shall be the Secretary/ Treasurer. He or she shall attest all official documents with his/her signature and seal of the Local. He or she shall conduct the correspondence of the Local promptly. He or she shall maintain the official list of members in good standing, which shall be kept accurately and on a current basis.

The Secretary/ Treasurer shall discharge on behalf of the Local such duties as may be imposed upon him or her by applicable law, including the execution and filing of any reports to Federal and State Authorities, and he or she shall cause to be maintained by the Local such records as the law requires to be kept in support of reports filed by it. The Secretary/ Treasurer shall receive all money due to the Local from whatsoever source, shall disburse the same in conformity with a vote of the local. Such disbursements shall be by check which shall or can be signed by any two of the three principal executive board officers that are on the account. He or she shall maintain and keep a current record of members with their dues payments, assessments, and all financial transactions promptly and accurately entered. He or she shall be prepared to exhibit receipts and vouchers upon the audit of his/her books. He or she shall forward the annual audit of the Local to the International General Secretary- Treasurer, over the seal of the Local, not later than June first (1st) of each year.

SECTION 4:

Duties of the Union Representatives: It shall be the duty of the Union Representatives to carry out all assignments designated to him/her by the President/Vice President. The Union Representatives shall assist the

President and the Vice President in all matters pertaining to their assignment. Union Representatives shall inform members of important messages as directed by the President and/or the Vice President. These Union Representatives shall handle all member representation, grievances and administrative hearings as assigned by the President and Vice President. Depending on the nature of this occurrence, this duty shall be equally shared among all Union Representatives. It shall also be the responsibility of the Union Representatives to conduct station visits, as determined by the President. The Union Representatives shall report on station visits to the Executive Board on a regular basis.

SECTION 5:

Duties of the Sergeant-of-Arms/ Parliamentarian: The Sergeant-of-Arms (S-O-A) shall be responsible to see that the meetings of the Local are run smoothly. This includes admitting only members of the Local that are in good standing and ensuring that all members present afford each other respect and the ability to express themselves. The S-O-A shall be responsible to ensure that the rules and time limits set forth by the President at a particular meeting are followed. The S-O-A shall be a voting member of the Executive Board. The S-O-A shall be responsible for running the meeting in accordance with the parliamentary procedures discussed in Robert's Rules of Order. In the absence of the S-O-A at a meeting, the President shall appoint a "Temporary S-O-A" for the duration of that Meeting. The Temporary S-O-A will not carry a vote on the Executive Board.

Section 6:

Duties of the Trustees: The Trustee shall be a voting member of the Executive Board, with the purpose of "overseeing" the general workings of the Local. The Trustees, with assistance from the Treasurer, are responsible for the Annual Audit. The Trustees will assist with the Local

elections. Additionally, the Trustee shall monitor the progress of the Local's investments and provide recommendations to the President and Executive Board for future investments. The Trustee shall also assist the President as directed by the President. The Trustee shall assist the Health Trust Chairperson in managing the Insurance Trust and in communication to the membership. It shall also be the responsibility of the Trustee to conduct station visits, as determined by the President. The Trustee shall report on station visits to the Executive Board on a regular basis.

Section 7:

Duties of the Health Trust Chairperson:: The Health Trust Chairperson is responsible for ensuring the trust operates in the best interests of its members and beneficiaries. The Chairperson must review investment documents, oversee participant eligibility and employer contributions, and compare insurance billings with employee listings. They will facilitate member enrollment, benefits, and communicate with fund professionals on operational matters. The Health Trust Chairperson will work collaboratively with the other trustees, and stay informed on investment and administrative trends through continuing education. The Health Trust Chairperson will ensure compliance with Florida trust laws, including open meetings and public records statutes. It shall also be the responsibility of the Health Trust Chairperson to conduct station visits, as determined by the President. The Health Trust Chairperson will carry one vote on the Executive Board.

Section 8:

Handling of Funds: All officers and employees of the Local who handle funds or property of the Local shall be bonded in amounts required by the Board of Trustees and the International General Secretary-Treasurer, in compliance with applicable law. The Local shall maintain a bond sufficient to cover at least ten (10%) percent of its current liquid assets. The International will cover the first \$5,000.00 of such bonds.

SECTION 9:

Duties of the Executive Board: The Executive Board shall consist of the President, Vice-President, Secretary/ Treasurer, Four (4) Union Representatives, Two (2) Trustees, a Sergeant-of-Arms/ Parliamentarian, and the Health Trust Chairperson. It shall be the duty of the Executive Board to exercise general supervision and control of the invested funds and property of the Local. It shall have the authority to act in the name of the Local during intervals between meetings, such acts being subject to confirmation by the membership at the next regular meeting of the Local. It shall provide for an annual audit of the Treasurer's Books.

SECTION 10:

Principal Officers: The President, Vice-President, and the Secretary/Treasurer shall be designated as the Principal Officers. All checks issued by the Local shall be signed by two of the three Principal Officers. The Principal Officers shall be members of the Negotiating Committee.

Article VII: "Convention Attendance"

SECTION 1:

If, in accordance with Article IV, Section 2 of the International Constitution and By-Laws, this Local is entitled to Delegates to the IAFF Convention, they shall be elected by secret ballot of the members in good standing. Alternatives to conventions shall be elected by secret ballot of the members in good standing. The credentials of delegates and alternates must certify to the method of election.

SECTION 2:

If, in accordance with Article IV, Section 1 of the Florida Professional Firefighters Constitution and By-Laws, this Local is entitled to Delegates to the Florida Professional Firefighters Convention, they shall be elected by the members of the Executive Board by secret ballot of the members in good standing. Alternatives to conventions shall be elected by secret ballot of the members of the Executive Board. The credentials of Delegates and Alternates must certify to the method of election.

SECTION 3:

Secret Ballot Voting Procedure for Delegates of the Convention: Members shall be notified of the time, date, and location of the nominations at least 15 days, by U.S. mail sent to the last known address of the member of the date, time, and location of the election. Election of Delegates and Alternates shall be held annually in the month of March.

Article VIII: "Initiation Fees, Dues, and Assessments"

SECTION 1:

Initiation Fees: Initiation fees shall be paid in the amount of ten dollars of which shall be submitted to the IAFF.

SECTION 2:

Dues: Annual Dues shall be 1.5% of FF/PM Step 5 annual salary collected bi-weekly payable through payroll deduction. Dues increases shall occur whenever an increase in salary occurs across the board, and whenever the IAFF, FPF and BCCPFF annual adjustments occur. Dues shall be collected by payroll deduction collected from each payroll in the amount equal to that set forth above.

SECTION 4:

Assessments: Assessments may be made only in the following manner. Each member in good standing shall be notified in writing at least thirty (30) days in advance of the date on which the vote of an assessment is to occur. The proposed assessments shall become effective upon a majority vote by secret ballot of the members in good standing at a regular or special meeting.

SECTION 5:

Rate Increases: Increases in rates of initiation fees, reinstatement fees, and/or dues (other than automatic increases described in section 2) shall require notice of such proposed increase to be given to the members in

good standing at least thirty (30) days in advance of the date on which the vote for such increase is to occur. The proposed increase shall become effective upon a majority vote of members in good standing at a regular or special meeting. Dues increases as a result of changes to the FF/PM Step

5 annual salary are implemented automatically on October 1st of each year or as soon as a new collective bargaining agreement is implemented.

SECTION 6:

Reinstatement Fees: Reinstatement Fees shall be paid in the amount of fifty dollars plus back dues and assessments. Ten dollars (\$10.00) of this amount shall be submitted to the IAFF.

Article IX: Misconduct, Trials, and Appeals

SECTION 1:

Misconduct and Trials: Any member charged with misconduct as defined in Article XV of the International Constitution and By-Laws shall be served with written specific charges as required in Article XVI of the Association Constitution and be given a reasonable time to prepare his defense and afford a hearing as provided in Article XVII of the Association Constitution.

SECTION 2:

Appeals: Appeals must be made in accordance with Article XVIII of the International Constitution and By-Laws. Such appeals must be filed with the General President of the Association within 30 days of the action to be appealed.

Article X: Audit

SECTION 1:

As required by Article XIII, Section 9 of the IAFF Constitution and By-Laws,

this local shall have an independent inspection of all its books and accounts performed annually. A financial report of this inspection, on a form provided by the IAFF General Secretary-Treasurer's office, shall be prepared, signed, and forwarded each year to the IAFF General Secretary-Treasurer within 180 days of the close of the local's fiscal year.

Article XI: Amendments

SECTION 1:

This Constitution and By-Laws made under its provisions may be amended by two-thirds (2/3) vote, at a regular and/or special meeting, provided that each member in good standing is notified via email or text message of the proposed amendments at least fifteen (15) days in advance of the meeting at which the vote will be taken.

SECTION 2:

A proposed amendment to this Constitution, or any by-law made under its provisions, shall be submitted for approval to the International General President, prior to its printing, or issuance, after it has been first adopted by the membership.

Article XII: Contract Negotiations

SECTION 1:

A Negotiating Committee shall be composed of the Principal Officers and two (2) additional members. The two (2) additional members shall be elected by majority vote at a regular and/or special meeting. The

Negotiating Committee shall formulate all bargaining proposals to the City.

The Negotiating Committee shall update union membership of the progress of negotiations at regularly scheduled union meetings.

SECTION 2:

Any contract agreed upon between the Negotiating Committee and the City must be ratified by a majority vote of the voting members in order to be of force or effect.

Article XIII - Fire-PAC Campaign Account

SECTION 1:

Contributions: Each member shall contribute one dollar monthly through payroll deduction to the Fire-PAC Campaign Account. The Secretary/ Treasurer shall make the appropriate deposit into the account.

SECTION 2:

It shall be the duty of the Secretary/ Treasurer to keep all records and submit all reports in accordance with State law.

SECTION 3:

Any disbursements from this account shall be voted on at a regular or special meeting by the membership in good standing, with an approval of a majority vote of the members in good standing. All checks shall be signed by the Secretary/ Treasurer and the President, with a photocopy of the check signed for approval, by the President, to be kept on file.

SECTION 4:

Increases in contributions shall require written notice of such proposed increase to be given to the members in good standing at least thirty (30) days in advance of the date on which the vote for such increase is to occur.

The proposed increase shall become effective upon a majority vote of the members in good standing at a regular or special meeting.

SECTION 5:

The Fire-PAC Fund is to be used only in elections within the State of Florida.

Article XIV: Salaries and Expenses

SECTION 1: Salaries

The salaries of the Executive Board members and other Union Officials shall be as follows:

- The President's monthly salary shall be 2% of current starting annual salary of a FF/PM.
- The Vice President's monthly salary shall be 1.5% of current starting annual salary of a FF/PM.
- The Secretary/Treasurer's monthly salary shall be 1.5% of current starting annual salary of a FF/PM.
- The Union Representative's monthly salary shall be 0.4% of current starting annual salary of a FF/PM.
- The Sergeant of Arm's/ Parliamentarian monthly salary shall be 0.2% of current starting annual salary of a FF/PM.
- The Trustee 1 and Trustee 2's monthly salary shall be 0.2% of current starting annual salary of a FF/PM.
- The Union Webmaster's monthly salary shall be 0.4% of current starting annual salary of a FF/PM.

SECTION 2: Expenses

Officers (President, Vice President, and Secretary/Treasurer) , Union Representatives and other members of the Executive board shall be afforded a Cell Phone or an allowance for a Cell Phone on a monthly basis as deemed eligible by the officers of the Executive Board to ensure immediate availability.