

FIRE FIGHTERS ASSOCIATION OF MISSOURI BY-LAWS

Revised and Approved May 19, 2024

ARTICLE I - NAME

This association shall be known as the Fire Fighters Association of Missouri also referred to as the FFAM.

ARTICLE II - PURPOSE

Section 1. The purpose of FFAM is to promote the general welfare of the Fire Service and FFAM membership.

Section 2. To improve the relationship of the Fire Service with the general public, enlighten and educate the public with the usefulness and value of the services sponsored by FFAM.

Section 3. To promote education and research relating to all phases of the Fire Service and better prepare fire fighters for the challenge of tomorrow.

Section 4. To develop, gather and disseminate reliable information on subjects of interest to FFAM members.

Section 5. To create and maintain a fraternal feeling of common interest between members of FFAM and all fire service organizations of this state. It shall be our goal to sponsor benefits, events, education, and activities to encourage fire fighters across this state to desire to be members of FFAM.

Section 6. To promote statewide mutual aid in the Fire Service.

Section 7. To promote adequate fire protection, serve every lawful means, promote virtues conducive to the wellbeing of our members, departments, and the general public.

Section 8. Promote the preservation of Missouri's fire service history.

ARTICLE III - EXISTENCE

FFAM is to have perpetual existence.

ARTICLE IV - MEMBERSHIP

Membership shall consist of the following sections:

1. Active Members
2. Honorary Members
3. Associate Members
4. Retired Members
5. Fire Departments
6. Sustaining Members
7. Corporate Members
8. Educational Institutions
9. Educational Members
10. Directors/Councilman
11. Junior Fire Fighters/ Cadet Fire Fighters

12. EMS Service and 9-1-1 Dispatch PSAP

13. EMS/9-1-1 Individual Members

All memberships are non-transferrable.

Section 1. Active Members

Shall be limited to fire fighters, members, or employees of an FDID registered fire department in the State of Missouri and pays dues as required. Active members shall be entitled to vote, hold office, and have all benefits of membership. They may hold an appointed position as directed by the FFAM President or Board of Directors. Any active member whose department is dissolved will have their membership transferred to a sustaining membership. Dues shall be set by the Board of Directors. You may only be an Active Member if your recognized department joins as a Fire Department Member.

Section 2. Honorary Members

Shall be limited to persons whose outstanding contribution to the Fire Service deserves special recognition. They shall be approved by the Board of Directors. They shall hold membership for life and have all the privileges of active membership except voting and holding of an elected office. They shall not be required to pay dues.

Section 3. Associate Members

Associate membership requires the individual to show proof of active membership in good standing with any FDID registered fire department, EMS service or a 9-1-1 dispatch PSAP in the State of Missouri and pays dues as required. Members shall have all benefits of an active member except voting and holding an elected office. They may hold an appointed position as directed by the FFAM President or Board of Directors. Dues shall be set by the Board of Directors. Individuals join as an Associate Member when their recognized fire department, EMS service or 9-1-1 entity do not join FFAM.

Section 4. Retired Members

Any fire fighter, member or employee who is a retired member of an FDID registered fire department in the State of Missouri shall hold membership for life and have all benefits of an active member except voting and holding an elected office. They may hold an appointed position as directed by the FFAM President or Board of Directors but may not chair committees. If the retired member's department is not a member, the retired member must show proof of retirement from their designated department. They shall not be required to pay dues.

Section 5. Fire Departments

A fire department or fire protection district recognized with an FDID registration number from the State of Missouri and pays dues as required. The personnel of such an organization may be career employees, volunteers, or any combination thereof, and function under the legal authority of the federal, state, county, municipal governments, public service district, incorporation association or fire protection district. Dues shall be set by the Board of Directors.

Section 6. Sustaining Members

Sustaining Membership shall be individuals, fire support organizations or industries operating a fire department/brigade that desire to be a supporter of FFAM and pays dues as required. Membership is provided with all benefits of an active member except insurance benefits, voting and holding an elected office. They may hold an appointed position as directed by the FFAM President or Board

of Directors but may not chair committees. Dues shall be set by the Board of Directors.

Section 7. Corporate Members

Corporate Members shall be businesses, firms or corporations that desire to be a supporter of FFAM and pays dues as required. Membership is provided with benefits set by the Board of Directors. Corporate Members are excluded from insurance benefits, voting, and holding an elected office. Members may not serve on any committees. Dues shall be set by the Board of Directors.

Section 8. Educational Institutions

An institution recognized by the Missouri Department of Elementary and Secondary Education, technical school, private school, or other educational institution and pays dues as required. Dues shall be set by the Board of Directors.

Section 9. Educational Members

The students, educators, and employees of such an institution recognized by the Missouri Department of Elementary and Secondary Education, technical school, private school, or other educational institution and pays dues as required. Membership is provided with all benefits of an active member except insurance benefits, voting and holding an elected office. They may hold an appointed position as directed by the FFAM President or Board of Directors but may not chair committees. Dues shall be set by the Board of Directors.

Section 10. Directors/Councilman

Directors/Councilman shall be elected persons of a State of Missouri FDID registered fire department or fire protection district's governing body that function under the legal authority of the federal, state, county, municipal governments, public service district, incorporation association or fire protection district. Directors/Councilman members shall have all benefits of an active member except voting and holding of office. They may hold an appointed position as directed by the FFAM President or Board of Directors but may not chair committees. They shall not be required to pay dues.

Section 11. Junior Fire Fighters/ Cadet Fire Fighters

Shall be limited to junior fire fighters/cadet fire fighters of an FDID registered fire department in the State of Missouri and pays dues as required. Members shall have all benefits of an active member except voting and holding an elected office. They may hold an appointed position as directed by the FFAM President or Board of Directors but may not chair committees. Any junior fire fighter/cadet fire fighter member whose department is dissolved will have their membership transferred to a sustaining membership. Dues shall be set by the Board of Directors.

Section 12. EMS Service and 9-1-1 Dispatch PSAP

An EMS service or 9-1-1 dispatch PSAP recognized by the State of Missouri and pays dues as required. The personnel of such an organization may be career employees, volunteers, or any combination thereof, and function under the legal authority of the federal, state, county, municipal governments, public service district or incorporation association. Dues shall be set by the Board of Directors.

Section 13. EMS/9-1-1 Individual Members

Shall be limited to EMT's, paramedics, members, or employees of an EMS service or 9-1-1 dispatch PSAP in the State of Missouri and pays dues as required. Members shall have all benefits of an active member except voting and holding an elected office. They may hold an appointed position as

directed by the FFAM President or Board of Directors. Dues shall be set by the Board of Directors. You may only be an EMS/9-1-1 Individual Member if your recognized department joins as an EMS Service/9-1-1 Dispatch PSAP Member.

ARTICLE V – OFFICERS/DISTRICT DIRECTORS AND DUTIES

OFFICERS

The Officers of FFAM shall consist of a President, First Vice-President, Second Vice-President, Secretary-Treasurer and Sergeant-at-Arms also known as the Executive Board.

All Officers must be active members of the FFAM. All Officers shall not hold any other positions on the Board of Directors.

The Officers will be elected to staggered terms under the adopted scheduled.

Officers shall be nominated by the Nominating Committee and elected by majority vote of the duly authorized delegates at an annual meeting. Nominations for office must be submitted before the meeting by March 1. Each nominee will be reviewed by the Nominating Committee to insure valid membership of the candidate before submission for election at the annual meeting. Upon review, if a candidate is found to be ineligible or not in good standing with the FFAM, that nomination will be void for that year's election. All open positions and duly approved candidates shall be posted on the FFAM website no later than March 15. In the event no candidate is nominated or if a vacancy occurs in mid-term, it shall fall upon the President to present a name for office to be reviewed and approved by the Board of Directors.

All Officers shall be elected for a term of four years.

Section 1. President

It shall be the duty of the President to preside at all meetings of the Board of Directors. The President shall appoint and remove all committees and chairpersons of said committees, with Board of Directors approval, and be a member ex-officio of all committees with a right to vote only in the event of a tie. The President shall have the authority to call special meetings of any committee. The President shall have the authority to call special meetings of FFAM, subject to the approval of the Board of Directors. The President shall perform other duties as are customary for such an Officer. The President shall designate location, date, and time of all board meetings. The President shall provide representation, direction, and leadership of and for FFAM.

If the President's position is vacated mid-term, the First Vice-President will fill the position until the next election is held at the annual meeting. A special election will then be held to fill the unexpired term of the President until the next regular election of the President position.

Section 2. First Vice-President

It shall be the duty of the First Vice-President to perform all duties and assume the responsibilities of the President during the absence of the President or the President's inability to act. The First Vice-President shall serve in a support role to the President. The First Vice-President shall serve as a member of the Board of Directors with a right to vote. The First Vice-President shall prepare and read the resolution at convention and respond to the welcome at Convention. The First Vice-President shall chair the Budget Committee and submit a draft budget to the Board of Directors prior to January 1. The First Vice-President shall furnish a financial statement of FFAM in writing

when requested by the Board of Directors and serve as checks and balances to the Treasurer.

Section 3. Second Vice-President

It shall be the duty of the Second Vice-President to perform the duties and assume responsibilities of the President during the absence of the President and First Vice-President or their inability to act. The Second Vice-President shall serve as a member of the Board of Directors, with a right to vote and be chairperson of the Membership Committee. The Second Vice-President shall provide a membership report to the Board of Directors at all meetings.

Section 4. Secretary - Treasurer

It shall be the duty of the Secretary-Treasurer to keep a complete and accurate record of the proceedings of the annual convention, annual meeting and all other meetings of the Board of Directors. The Secretary-Treasurer shall have possession of all FFAM records, attend to the publication of reports, conduct official correspondence, and shall issue and keep a record of memberships. The Secretary-Treasurer may have the authority to if deemed necessary appoint person (s) (may be non-members) to act as assistant secretary with the approval of the Board of Directors. Secretary-Treasurer shall serve as a member of the Board of Directors, with a right to vote. The Secretary-Treasurer shall provide data and support to all committees as required. The Secretary-Treasurer shall receive all incoming monies for FFAM and committees. All moneys paid to him/her virtue of his/her office, shall be carefully accounted for, and promptly placed in depository designated by FFAM. The Secretary-Treasurer shall sign all checks or petty cash transaction issued or received by the FFAM. The Secretary-Treasurer shall maintain a surety bond for the faithful discharge and performance of his/her duties, it shall be an amount set by the Board of Directors. The Secretary-Treasurer shall be a member of the Budget Committee. The fee for said surety bond shall be paid by FFAM. The Secretary-Treasurer's salary shall be determined by the Board of Directors and reviewed annually.

In the event that the Secretary-Treasurer's position is vacated, the Second Vice-President shall assume the duties until a replacement can be nominated by the Executive Board and approved by the Board of Directors.

Section 5. Sergeant-at-Arms

It shall be the duty of the Sergeant-at-Arms to maintain proper decorum at all meetings and the annual convention, admitting only such persons as are entitled to admittance and fulfilling all duties pertaining to a security and decorum Officer. The Sergeant-at-Arms shall have the authority if deemed necessary, to appoint as many assistants as necessary to the performance of his/her duties at all meetings and convention. Sergeant-at-Arms shall supply to the President a list of certified delegates and alternates by name and department prior to the business session at the annual meeting. The Sergeant-at-Arms shall count and duly record votes. The Sergeant-at-Arms shall be an assistant to the President at meetings in matters of security and decorum and be versed in Roberts Rules of Order. The Sergeant-at-Arms shall be a member of the Board of Directors with the right to vote. An Assistant Sergeant-at-Arms shall serve as Sergeant-at-Arms in his/her absence. The Assistant Sergeant-at-Arms shall serve as a member of the Bylaws Committee.

DISTRICT DIRECTORS

The District Directors of FFAM shall consist of thirteen (13) District Directors who are elected or appointed. For the purpose of these bylaws, District Director is also referred to as Director.

All District Directors must be active members of the FFAM. All District Directors shall not hold any

other positions on the Board of Directors.

All District Directors shall be elected for a term of three years.

Section 6. District Directors

Directors shall be elected for a term of three years. Directors shall be re-elected on staggered terms to be due for re-election on their third anniversary. The State of Missouri will be divided into thirteen (13) districts with Directors residing within the district for which they are elected to represent.

Directors shall be nominated by the Nominating Committee and elected by majority vote of the duly authorized delegates at an annual meeting. Nominations for office must be submitted before the annual meeting by March 1. Each nominee will be reviewed by the Nominating Committee to insure valid membership of the candidate before submission for election at the annual meeting. Upon review, if a candidate is found to be ineligible or not in good standing with the FFAM, that nomination will be void for that year's election. All open positions and duly approved candidates shall be posted on the FFAM website no later than March 15. In the event no candidate is nominated or if a vacancy occurs in mid-term, it shall fall upon the President to present a name for office to be reviewed and approved by the Board of Directors.

The Directors shall continually visit fire organizations within their district and promote FFAM to fire service personnel and discuss the benefits provided to members of FFAM. Directors shall serve as a liaison between members and the Board of Directors.

Section 7. Assistant District Directors

Each of the elected or appointed District Directors shall recommend to the President for nomination up to three assistants to assist them with their duties. District Directors shall have no more than one Assistant Director who is from the same Department or City/Town that the District Director is from. The Board of Directors shall confirm all appointments. The Assistant Director shall act in place of the Director in his/her absence and have full voting authority in the absence of his/her Director.

Assistant Directors must be active members of the FFAM. Assistant Directors shall not hold any other positions on the Board of Directors.

Section 8. Board of Directors

The Board of Directors shall consist of the President, First Vice-President, Second Vice-President, Secretary-Treasurer, Sergeant-at-Arms and elected or appointed District Directors (Directors).

It shall be the duty of the Board of Directors to supervise the affairs of the FFAM, promote its interests and take such action as necessary to include the continued interest and welfare of the FFAM.

The Board of Directors shall insure a review of the financial records for FFAM at least once a year. They shall have the authority to allow necessary expenses of officers and members of committees when such expenses are in connection with the affairs of the FFAM. They shall have the authority to determine the method of payment for all bills.

The Board of Directors shall have the authority/responsibility to remove from office any officer, director or committee member who fails or is negligent in the performance of their duties, only after said officer, director or committee member has been notified of the proposed removal. That officer, director or committee member is then allowed to appear before the Board of Directors to appeal the

removal. The Board of Directors shall have the authority to deny membership to any individual, department, business, or any other organization that it deems as detrimental to the mission, image, and business practices of the FFAM.

In the event of vacancies in elected offices caused by resignation or otherwise, the Board of Directors shall have the authority to approve individuals proposed by the President to fill such vacancies, until the next election at the next annual meeting.

The Board of Directors shall serve as members of the Membership Committee. The Board of Directors shall settle all grievances between members and committees. A majority of the Board of Directors shall constitute a quorum for the transaction of business.

OTHER POSITIONS

Immediate Past President

The Immediate Past President shall be the Chairperson for the Nominating Committee. The Immediate Past President may also be a Director in the Association. The Immediate Past President will not have voting authority unless he/she is also serving as a Director.

Historian

The Historian shall be appointed by the President and approved by the Board of Directors. The Historian shall attend meetings/conventions and maintain the history data of FFAM. The Historian shall report on historical events of the FFAM. The Historian will hold the position until replaced by the President and approved by the Board of Directors. The Historian will not have voting authority.

ARTICLE VI - DUES

Dues shall be set by the Board of Directors.

A portion of each active member's dues, as set by the Board of Directors, will be designated to the Fire Fighters Memorial Foundation and will be paid to the Fire Fighters Memorial Foundation annually.

All membership dues are due and payable on the first day of January of each calendar year. If membership dues are not paid by the set due date, membership will be void until such time as dues are paid. Membership dues are not prorated. Membership begins when dues are paid and received by the Secretary/Treasurer and ends December 31 of each calendar year.

If dues are not paid and received by January 1, current officers, directors, and committee members cannot serve until dues are received.

ARTICLE VII - Annual Convention/Annual Meeting

Section 1. The FFAM shall assemble in convention, when possible, each year during the month(s) of April or May. The location of the annual convention will be presented by the Convention Committee and approved by the delegates at an annual meeting with no restriction as to the number of years chosen in advance. In the event circumstances occur which render it inadvisable to host the convention at the chosen location the Board of Directors shall select the place and date of the convention.

The annual convention will include an annual meeting. Board of Directors and delegates in

attendance shall constitute a quorum for the transaction of business.

If situations arise that prohibit the assembly of the organization for an annual convention, an annual meeting will still be scheduled to conduct the business of the organization at a time and date set by the Board of Directors.

ARTICLE VIII - DELEGATES

Section 1. Each member fire department in good standing with FFAM shall be entitled to representation at the annual meeting. A maximum of three delegates from each fire department shall be allowed. In the event any special meeting of this association is called, the number of delegates allowed shall be determined in the same manner as that of the annual meeting. All Board of Directors shall be delegates at the annual meeting.

Section 2. All delegates must be active members in good standing with the FFAM and be current members of the fire department which they represent.

Section 3. No fire organization may be represented by proxy.

Section 4. Credentials of each delegate and alternate should be in the hands of the Secretary-Treasurer or his/her designee at least one hour prior to the annual meeting. These credentials shall be on forms supplied by the Secretary-Treasurer and signed by the chief officer or his/her designee of the department the delegate represents.

Section 5. Alternate delegates may vote in the absence of the regular delegate.

Section 6. Any active member may take part in the discussion of all orders of business at the annual meeting however, only a duly authorized delegate may place a motion or cast a vote.

Section 7. Only one vote shall be allowed to each delegate.

Section 8. The Secretary or Sergeant-at-Arms shall poll the delegates by number and department prior to the annual meeting.

ARTICLE IX - RULES OF ORDER

The annual meeting, special meetings, meetings of the Board of Directors, and committee meetings shall be conducted under the guidelines set forth in "Robert Rules of Order", unless specified otherwise in these articles. The Sergeant-at-Arms shall be responsible to see that these guidelines are followed.

ARTICLE X - COMMITTEES

FFAM shall have the following standing committees. The President may make and appoint temporary committees and their members as he/she deems necessary, with the approval of the Board of Directors. Committees that stand for two years or more shall be listed in these by laws. No one shall serve on more than 3 committees.

1. Awards Committee
2. Budget Committee
3. Bylaws Committee
4. Chaplains Committee
5. Contest Committee

6. Convention Committee
7. Educational Committee
8. Fire Prevention Committee
9. Legislative Committee
10. Membership Committee
11. National Volunteer Fire Council Committee
12. Nominating Committee
13. Public Relations Committee
14. Scholarship Committee
15. State Fair Committee
16. Fire Fighters Memorial Foundation of Missouri/Fire Fighters Historical Preservation Foundation of Missouri.

Section 1. Awards Committee

This committee shall establish what awards will be given at the annual convention or annual meeting as well as establish the rules of nomination for each award. They will make award selections based upon those rules. The committee shall have a maximum of three members.

Section 2. Budget Committee

This committee shall review all accounts and present to the Board a proposed Budget annually for approval and operation of FFAM. It shall be chaired by the First Vice President. The committee shall have a maximum of three members.

Section 3. By laws Committee

This committee shall review and propose update/revision as needed to the By Laws of FFAM. The committee shall have a maximum of three members.

Section 4. Chaplain Committee

The Chaplain's Committee shall work closely with the Missouri Fire Chaplains Corp and take care of any requested Chaplain's duties for FFAM. This committee shall have a chaplain for each Region/District of the state as a point of contact or the representatives/directors of the Missouri Fire Chaplains Corp may serve on this committee concurrently. This committee shall report to the Board of Directors.

This committee is comprised of lay and ordained chaplains of various faiths from across Missouri who are committed to caring for those who care for others by protecting life and property. This committee offers a wide array of services to members of FFAM to ensure that all firefighters are cared for in all facets of their lives. This committee is also available upon request to provide the immediate support of our families in time of need. The committee is active in FFAM events, leading services, and offering stress counseling.

Section 5. Contest Committee

This committee shall govern the fire activity contest at the annual convention. They will set rules of operation for each event scheduled. The committee will work closely with the host department of the convention to insure site feasibility. The committee shall have a maximum of five members.

Section 6. Convention Committee

This committee shall act as liaison between the Board and whoever is sponsoring the annual convention. The committee shall have a maximum of three members.

Section 7. Educational Committee

It shall be the duty of this committee to keep the association informed of all beneficial training in the State. It shall act as liaison between the Board of Directors, the Missouri Fire and Rescue Training Institute and the Missouri State Fire Marshal's Office. It shall also work closely with all training organizations in the State. The committee shall have a maximum of three members.

Section 8. Fire Prevention Committee

This committee shall act as liaison with all prevention organizations in the State including but not limited to the State Fire Marshal. It shall also oversee the annual fire prevention contest. The committee shall have a maximum of three members.

Section 9. Legislative Committee

It shall be the committee's duty to work with organizations throughout Missouri that have similar fire legislation goals as ours. The committee shall have a maximum of three members.

Section 10. Membership Committee

This committee shall consist of all FFAM Board members and officers to be chaired by the Second Vice-President or his designee. Its duties shall consist of promoting membership for FFAM. The committee shall have a maximum of nineteen members.

Section 11. National Volunteer Fire Council Committee

This committee shall represent FFAM at all function and meetings of the National Volunteer Fire Council. They shall report on activities and issues of interest to our membership at each meeting of the FFAM. The committee shall have a maximum of two members.

Section 12. Nominating Committee

This committee shall consist of the most recent past presidents that are available with the Immediate Past President as the chairman. They shall, when called upon by the President, place the name or names of active members for nomination to fill open positions or positions due for election on the ballot to be presented at the annual meeting. They will function on an as needed basis for any vacancy within the FFAM and shall operate under the direction of the President and Board of Directors. The committee shall have a maximum of three members. If the most recent three past presidents are not available to serve on the committee, the President shall appoint members, with approval of the Board of Directors, to fill any open committee positions.

Section 13. Public Relations Committee

This committee shall be responsible for facilitating communications with its members and the public through digital and printed media. They shall establish and maintain the website and all social media platforms. This committee shall be responsible for all matters concerning the FFAM magazine. The FFAM Secretary or his/her designee will serve as the committee chair and magazine editor. The committee shall have a maximum of five members.

Section 14. Scholarship Committee

This committee shall select the number of scholarships to be given by the Association, with the Board's approval. They shall set the rules of application, make evaluations, approve, and award all scholarships at the annual convention or annual meeting. The committee shall have a maximum of three members.

Section 15. State Fair Committee

This committee shall represent FFAM for contract purposes with the State of Missouri to form, equip, operate, and regulate the required fire, rescue and EMS protections for the Missouri State Fair. They will be responsible for the entire fire department operation and operates under the direction of the President and the Board of Directors. The committee shall have a maximum of five members.

Section 16. Fire Fighters Memorial Foundation of Missouri/ Fire Fighters Historical Preservation Foundation of Missouri

At least eight FFAM members shall sit on the Fire Fighters Memorial Foundation fifteen-member board. If the minimum number of FFAM members are not on the Foundation board, monetary contributions for active member dues will cease until such time as the minimum number is met. The Foundation shall report to the FFAM Board of Directors at each meeting and as requested.

ARTICLE XI - ORDER OF BUSINESS

The following shall be the regular order of business at all FFAM meetings:

1. Call to order and welcome guests.
2. Pledge of Allegiance
3. Roll call of officers, directors, assistant directors, delegates (only at annual meeting) and sign in of all guests.
4. Approval of agenda
5. Approval of minutes
6. Approval of financial report
7. Report of officers and special guests
8. Unfinished Business
9. Election of Officers (only at annual meeting)
10. New Business
11. Report of Committees
(Committee reports have been put in alphabetic order)
 - A. Awards Committee
 - B. Budget Committee
 - C. Bylaws Committee
 - D. Chaplains Committee
 - E. Contest Committee
 - F. Convention Committee
 - G. Educational Committee
 - H. Fire Prevention Committee
 - I. Legislative Committee
 - J. Membership Committee
 - K. National Volunteer Fire Council Committee
 - L. Nominating Committee
 - M. Public Relations Committee
 - N. Scholarship Committee
 - O. State Fair Committee
12. Historian Report
13. Missouri Fire Service Funeral Assistance Team
14. EMS Funeral Assistance Team
15. Foundation Report of Memorial and Museum
16. Adjournment

ARTICLE XII - AMENDMENTS

FFAM reserves the right to amend, change or repeal any or all provisions of these articles by a two-thirds majority vote of the delegates at any annual meeting, after publication of the proposed amendment, change or repeal has appeared in an official publication of FFAM or has been published on the official web site of FFAM, at least 30 days prior to the annual meeting.