



Ohio House Pension Committee

HB 296, Interested Party Written Testimony

Brandon C. Case, Defiance Fire & Rescue Division, IAFF Local #918

December 12, 2023

Chairman Mathews, Vice Chair King, Ranking Member Lightbody, and members of the House Pensions Committee, thank you for the opportunity to present written testimony as an Interested Party for House Bill 296. My name is Brandon C. Case, a Lieutenant for Defiance Fire & Rescue Division, IAFF Local #918.

My Story

My name is Brandon C. Case, a Lieutenant for Defiance Fire & Rescue Division, IAFF Local #918 for 16 years, 10 yrs as Firefighter and currently on 6th year as Lieutenant.

When I left for college I got the following degrees: AAS in Electrical Engineering and a BSS in Public Safety Administration. After college I decided to join a volunteer fire department to see if it was something I might like and to help the community. I knew very quickly that this was the career I wanted.

It only took 2 years of bachelor's degree studies before leaving to join the fire service. I joined the fire service as a volunteer and fell in love with the job and knew it was my calling immediately. I've had many role models over the years, my father instilled me to have a dedicated Work ethic.

Our pension is a large part of why this profession is so rewarding. You work hard and serve our community and are rewarded with being able to retire at a younger age than the general population and live comfortably on that pension. Keeping the pension system solvent and having a productive future, allows for future firefighters to have the same opportunity as our current members in the pension system.

Firefighter Code of Ethics

I understand that I have the responsibility to conduct myself in a manner that reflects proper ethical behavior and integrity. In so doing, I will help foster a continuing positive public perception of the fire service. Therefore, I pledge the following...

- Always conduct myself, on and off duty, in a manner that reflects positively on myself, my department and the fire service in general.
- Accept responsibility for my actions and for the consequences of my actions.
- Support the concept of fairness and the value of diverse thoughts and opinions.
- Avoid situations that would adversely affect the credibility or public perception of the fire service profession.
- Be truthful and honest at all times and report instances of cheating or other dishonest acts that compromise the integrity of the fire service.
- Conduct my personal affairs in a manner that does not improperly influence the performance of my duties, or bring discredit to my organization.
- Be respectful and conscious of each member's safety and welfare.
- Recognize that I serve in a position of public trust that requires stewardship in the honest and efficient use of publicly owned resources, including uniforms, facilities, vehicles and equipment and that these are protected from misuse and theft.

- Exercise professionalism, competence, respect and loyalty in the performance of my duties and use information, confidential or otherwise, gained by virtue of my position, only to benefit those I am entrusted to serve.
- Avoid financial investments, outside employment, outside business interests or activities that conflict with or are enhanced by my official position or have the potential to create the perception of impropriety.
- Never propose or accept personal rewards, special privileges, benefits, advancement, honors or gifts that may create a conflict of interest, or the appearance thereof.
- Never engage in activities involving alcohol or other substance use or abuse that can impair my mental state or the performance of my duties and compromise safety.
- Never discriminate on the basis of race, religion, color, creed, age, marital status, national origin, ancestry, gender, sexual preference, medical condition or handicap.
- Never harass, intimidate or threaten fellow members of the service or the public and stop or report the actions of other firefighters who engage in such behaviors.
- Responsibly use social networking, electronic communications, or other media technology opportunities in a manner that does not discredit, dishonor or embarrass my organization, the fire service and the public. I also understand that failure to resolve or report inappropriate use of this media equates to condoning this behavior.

Developed by the National Society of Executive Fire Officer