

MINUTES
GREATER NAPLES FIRE RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS MEETING MINUTES
January 13, 2015

Present at the meeting were Commissioners Cross, Boyer, Stedman, Page, Hemping, Gerrity, Cottiers, and McMahon. Staff members present were Chief's Schuldt, Sapp, Hanson, Captain Hingson, Deputy Director Bishop, Ex. Assistant Chesser and Administrative Assistant Susan Morris. Please see sign in sheet for others in attendance and there were some who did not sign in.

I. MEETING OPENED

- A. **Pledge of Allegiance and Invocation**
Meeting was opened at 5:30.
- B. **Line of Duty Deaths Reading and Moment of Silence**
Chief Schuldt reported 6 FF Fatalities for the Month of November have been reported, bringing the total for 2014 to 87. A moment of silence followed.
- C. **Additions and Deletions to the Agenda**
Add item from last month's agenda to Old Business as item D. "Fire Chief's Performance Review". Add Executive Session as Item V. After the Executive Session, the BOFC Meeting would be adjourned as Item VI. "Adjournment".
- D. **Approval of the January 13, 2015 Agenda**
Commissioner Hemping moved to approve the amended agenda. Commissioner Boyer offered the second. Motion passed 8-0.
- E. **Approval of the GNFD Board Minutes for December 10, 2014.**
Commissioner Stedman moved to approve, Commissioner Hemping offered the second. Motion passed 8-0.
- F. **Consent Agenda**
Commissioner Gerrity moved to approve the consent agenda, Commissioner Stedman offered the second. Motion passed 8-0.
- G. **Awards and Recognition**
 - 1. **Recognition of Representative Matt Hudson**
Representative Matt Hudson was recognized and presented a plaque from East and Golden Gate Fire Rescue Districts for his contributions with the District's merger.
 - 2. **New Employee Introductions**
Chief Schuldt called the newly hired and first group of employees hired under Greater Naples Fire Rescue District forward and introduced them to Board and audience. New employees Justin Diaz, Mario Castaneda, Daniel Garretto, Devin Collum, Christopher Meli, Christopher Szczepkowski, Anthony Marrero, Nicholas Newman and Kevin Collins were pinned by their family member with their Candidate Badge. It was noted that Candidates Stephen Keene and Nicholas Garofalo were not in attendance.
- H. **Fire Administration - Chief Schuldt**
 - 1. **Fire Chief's Board Update**

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A. Special Events – Several significant special events occurred during the recent holiday season. The North Battalion coordinated the annual candy cane give away; the South Battalion coordinated the annual Toy Drive Command and assisted with the ENCA Santa Run. The GNFD's first annual holiday party was hosted at the Administrative Headquarters.

B. Legislative – Chief met with Representatives Hudson and Passidomo while in Tallahassee to discuss the District's 2015 legislative agenda. Fiddler's Creek discovered it will cost \$3,000 for a special ballot.

C. Pandemic Response Planning – The final phase of preparation for a pandemic response (Ebola) was conducted with a countywide drill occurring at Physician's Regional Hospital, Collier Blvd. District resources along with CCEMS and Marco Island Fire conducted a one day drill to memorialize planning and training efforts over recent months.

D. Strategic Planning – Chief met with the District's strategic planning consultant (Fazio) and toured the stations. Mrs. Fazio has begun speaking with Union members, Board members and Executive Staff. The expected completion target date for phase one is April, 2015. The Strategic Plan will be presented in April and Mrs. Fazio will assist in the Five Year Plan.

E. Labor Negotiations - Staff continues to meet with the labor unit to negotiate a new agreement. To date some 40 articles have been completed.

F. New employees – As was previously mentioned, 10 new firefighters have been added to the District. Executive staff growth is expected in the future. There is a need for an additional executive officer. Chief Sapp is overseeing 10 stations and the guys are running 17,000 calls annually. Chief Sapp could use more help. Director Bishop is now overseeing a \$30 million dollar budget and the system needs to be accountable. Commissioners were in full support of Chief to get the additional staffing as soon as possible.

G. Merger Transitions – Several changes have occurred over recent weeks. Image Trend has been transitioned to a single platform housed by CCEMS. The previous East Naples Platform was eliminated and resulted in a cost savings. There was no change to the Golden Gate Platform that was already utilizing the cloud base platform. This allows the District to consolidate reports, utilize a single incident reporting system and to support the implementation of a COI program as necessary with the ALS program. The first ALS Engine will be in the North Battalion at station # 73 starting January 20, 2015. Currently there are 27 credentialed Paramedics in the District now functioning. ALS Program Manager Cottier has transitioned focus to develop an ongoing program. Training has been scheduled through April, 2015, along with the cooperation of CCEMS.

I. Chapter 175 Firefighters' Pension Plan

There was no report tonight per Director Bishop.

J. Local 2396 Report

Union President Trenton Mading shared his report:

The Union will be participating in the MDA Hockey Tour in Orlando.

February 7, 2015 is the Romp in the Swamp.

Negotiations are underway and about 60% completed without any fighting. The Union is happy to see the New Hires and ALS program and invited all Union Presidents to the Merger Meeting.

II. OLD BUSINESS

A. Retiree Healthcare Reconsideration

Commissioner Stedman addressed concern with current retirees receiving health benefits at no cost when current staff is charged. Much discussion ensued. Commissioner Stedman moved that all employees (both Retirees and current) pay the same dollar amount for health care. Commissioner Cross offered the second for discussion.

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Commissioner Hemping shared his opinion on several categories of how the retirement health benefits could be handled that included retirees, former current ENFD employees, current and past GGFDD employees and future employees under the now GNFD. Many suggestions were made and public comment was shared by Rob Pottieger and Greg Spears (both retirees). The motion was called and failed 3 to 5 with Commissioners Boyer, Page, Cottiers, Gerrity and McMahon as the dissenting votes. Commissioner Gerrity moved that all employees earning less than \$600 a month (wages and benefits) would not receive any credit towards retirement. Commissioner Stedman offered the second. After a few comments Commissioner Stedman rescinded his 2nd and motion died for lack of second. Commissioner Hemping moved to hold a workshop (within 30 days) regarding the post retirees' benefits to come to an agreeable resolution. Commissioner Page offered the second. Motion passed 8-0. Commissioner Hemping requested notice be sent out to all employees when the work shop is scheduled.

A short recess was called at 7:13 p.m. The meeting was called back to order at 7:23 p.m.

B. Fire Code Office

Commissioner Cross advised that due to the holidays they were unable to have a meeting. He has received a quote for \$10,000 to \$15,000 to obtain legal advice on the issues pertaining to the Fire Code Office.

C. Legislative Update

Chief Schuldt met with State Representative Hudson last month and spoke to Representative Passidomo regarding the legislation that is currently in Tallahassee. Fiddler's Creek discovered a special election will cost \$3,000 for their annexation to GNFD. The HOA of Fiddler's Creek advised they will pay \$2,000 to help cover the costs. The straw poll showed an over whelming support per Commissioner Cross. Commissioner Boyer inquired how they were bidding for the County Contract. Commissioner Page replied that he has not seen the request yet. Commissioner Gerrity proposed filing a Glitch Bill in the future that makes all commissioner seats at large as the Supervisor of Elections Office indicated it could cause issues in the future.

III. NEW BUSINESS

A. AIW – Administrative Holidays

As a result of the merger, staff continues working on standardizing the Administrative Handbook. The Handbook is not in its entirety ready for presentation to the Board. The Holiday section is ready and needed to be addressed immediately due to the upcoming holidays to ensure consistency and equality between employees of the new District. Staff recommended the new District continue to recognize the 13 Holidays but cut the Holiday pay of 4 hours of pay for each recognized Holiday from Administrative personnel not subject to call out be discontinued (originally granted to a few Golden Gate Admin personnel). Commissioner Gerrity moved to approve Staff's recommendation defining and standardizing the Holiday structure for Greater Naples Fire Rescue employees covered by the Administrative Handbook, with an effective date of October 1, 2014. Commissioner Cottiers offered the second. Motion passed 8-0.

B. AIW – Declaring 98 Pierce Dash Engine Surplus

Chief Sapp reported that the 1998 Pierce Dash Rescue Pumper (EN72) had received serious damage to its driveline in FY 13/14. The damage was to the casting of the pump assembly which made the pump unusable. While inspecting the damage to the pump it was noted that the driveline transfer case which engages the pump from the gear was in a very distressed state also. Repairs of both would exceed \$50,000.00. The mileage is currently 214,000 and the engine hours are in excess of over 500,000 hours. The vehicle also shows cracks in the body and chassis as well as other defects that makes the repairs in

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excess of the value of the truck. Trade in value for the truck as it stands is \$3,000 (verbal quote). Staff recommended the Board declare EN72 (not including equipment) as surplus and that they secure Brindlee Mountain Fire Apparatus LLC of Union, AL as the broker and to sell the unit to the highest bidder. Commissioner Gerrity moved to declare the 1998 Pierce Dash Rescue Pumper (not including equipment) as surplus and that we secure Brindlee Mountain Apparatus LLC of Union, AL, as the broker and sell the unit to the highest bidder. Commissioner Hemping offered the second. Motion passed 8-0.

C. AIW-Rescinding of Previous Boards Approved Documents

As a result of the merger, staff continues working on standardization of numerous governing documents through GDC Committee process comprised of Administrative staff and Union participants. The documents listed below needed to be rescinded because they are not applicable to the current District, redundant or more appropriately addressed in the Labor Agreements, operational in nature or not in the prevue of Policy makers.

From the East Naples policies

2001-02 Compensation in Lieu of Shift Exchange

2001-03 Uniform

2002-01 Calling in Overtime for Medic 2

Advanced Vacation Pay

Line of Duty Death

Acceptance of New Firefighter Employees (Administrative)

Station Transfer Policy

Acceptance of New Firefighter Employees (Administrative, SOG)

From the Golden Gate Administrative Procedures

A-07-44 Tobacco Use (2007)

A-10-05 Recruitment, Selection and Testing

A-90-29 Guidelines for Funerals

A-90-06 Appointments

A-90-08 Demotions

A-90-10 Shift Officer

A-90-12 Shift Exchange

A-90-13 Outside Employment Activities

A-90-14 Use of District Property

A-90-17 Appearance and Dress Code

A-90-22 Lending of District Property

A-90-23 Personnel Employment

A-90-24 Oral Interview Committee

A-90-30 Placing of Materials in Fire Commissioners' Boxes

A-90-31 Training Requests

A-90-70 Promotions

A-90-33 Uniforms

A-94-11 Fire Station Integrity

Commissioner Gerrity moved to approve Staff's recommendation to rescind the previously approved East Naples Polices and Golden Gate Administrative Procedures listed above. Commissioner Cottiers offered the second. Motion passes 8-0.

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D. Public Comment

Golden Gate Estates Area Civic Association President Michael Ramsey commented they do expect the commissioners to represent the citizens and for them to set policies and procedures by market value.

The next GGEACA meeting is scheduled for January 22, 2015, starting at 7:00 p.m. The meeting site has been moved to the Collier County Extension Center at 1400 Immokalee Road.

E. Topics Initiated by the Board of Fire Commissioners

Commissioner Cross advised that the land swap of the District's property on Collier for 1.5 acres on Sable Palm has hit a snag due to the recent findings of tortoise shells and ancient Indian artifacts. The area will require archeologists to sift through and preserve the artifacts at a cost of about \$58,000. He requested direction from the Board to discuss negotiating something similar to the initial offer and if he should continue. The Board gave their support to continue and to try to negotiate the best deal. Commissioner Hemping had been speaking with Director Bishop regarding assimilation process. Hemping felt it would be best to hire a compensation consultant to set the long term pay structure and job descriptions because they have the special expertise and Admin does not have the time. Hemping does not have anyone in mind but felt the cost should not run more than \$25,000. Commissioner Cross and Page were in agreement with Hemping. Commissioner Page reminded everyone of the kick off for the continued merger meetings is scheduled for Thursday January 15, 2015 at GNFD Headquarters starting at 9:00 a.m. They plan on setting the guidelines and Page is hoping Commissioner Hemping will help run the meetings. Commissioner Gerrity commented there is a letter from MIFRD going around regarding attending the meetings. Commissioner McMahan commented the Station 73 and Headquarters have become more difficult to see with all the recent landscaping and construction out at Wolfe Road. The front of the building is hard to see as it sits down from Collier Blvd and the lighting is not very good. Voters have expressed to him concerns from difficulties turning into the Station to vote. Chief Schuldt advised the Board Staff has had numerous discussions regarding the need of signage out by the road.

IV. Signature of Board Approved Items

Commissioner Page advised the Board would recess after signatures and start the Executive Session. The time was noted as 7:50 pm. The regular BOFC meeting reopened at 8:39pm.

V. Executive Session

VI. Adjournment

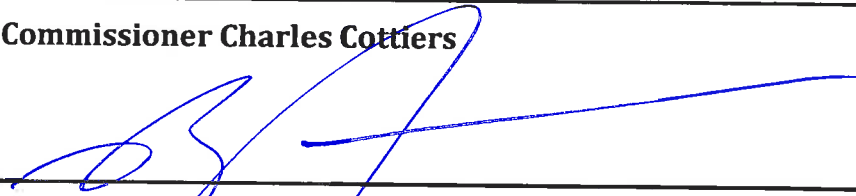
Commissioner Cross moved to adjourn the BOFC meeting at 8:39pm. Commissioner McMahan offered the second. Motion passed 8-0


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JANUARY 13, 2015


Chairman Jeff Page Date 2/10/15


Commissioner Rob Boyer Date 2-10-15



Commissioner Charles Cottiers Date 2/10/15


Commissioner Brian Cross Date 2/10/15


Commissioner Kevin Gerrity Date 02/10/2015


Commissioner Steve Hemping Date


Commissioner Chuck McMahon Date 2/10/15


Commissioner David Stedman Date 2/10/15