

**MINUTES**  
**GREATER NAPLES FIRE RESCUE DISTRICT**  
**BOARD OF FIRE COMMISSIONERS RETIREE HEALTHCARE BENEFITS WORKSHOP MINUTES**  
**February 3, 2015**

Present at the meeting were Commissioners Cross, Boyer, Stedman, Page, Hemping, Gerrity, Cottiers, and McMahon. Staff members present were Chief's Schuldt, Sapp, Biondo, Deputy Director Bishop, 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 5:00 p.m.

**II. DISCUSSION WORKSHOP TOPIC-RETIREE HEALTHCARE BENEFITS**

Commissioner Page advised this workshop was scheduled to get some input from the retirees regarding their healthcare benefits that were previously awarded under the East Naples Fire District. The current employees previously employed under the East Naples Fire District have been contributing to the healthcare if they have a spouse or family, no contribution for single employees. The current amount being contributed for a spouse is \$97.50 per month and \$150.00 per month for family. It was suggested that the current retirees contribute the same amount as the current employees (they currently do not contribute for themselves, spouse or family). Much discussion from last month's BOFC meeting led to the suggestion of holding this workshop. Commissioner Page's goal this evening is to get an agreement for the retirees to contribute the same as the current employees. The floor was open for comments.

Retiree Steve Jenks commented that he personally had no problem with the contribution but if they agree to it, it would open their contract and what would happen in the following years. He asked if they could guarantee it that it would not keep going up. Commissioner Page replied that the employees are not going to sign anything. The retirees are simply being asked to pay what the employees pay and whatever the contribution might be in the future. Ultimately the Union would make the decision on what the employees contribute when they bargain the healthcare. Jenks asked if anyone from the GGFD side is going to be effected. Assistant Chief Sapp replied that only one person from the GGFD side is receiving healthcare benefits and that is retired Fire Chief Peterson, receiving single coverage. He will no longer be receiving any type of health benefit when he reaches 65 (Medicare). East retirees on Medicare get their Medicare part B, their supplemental (part F) and their drug/prescription (part D) paid for by the District.

Retiree Terry Anderson (single retiree) said he personally would not have any issue with making the contribution; however he is concerned about the future and asked if something could be provided in writing. Commissioner Page replied that putting something in writing isn't a guarantee; they need to just reach an agreement.

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Retiree Jackie De La Osa asked what monetary total would these contributions amount to and Commissioner Hemping replied that the amount total would be about \$35,000.

Commissioner Boyer shared that the legal opinions they had received were to have the retirees pay the same as the current employees and the policy can be changed. He personally spoke in favor of the equal contributions.

Commissioner Hemping shared that in September 2014, prior to the merger, the healthcare benefits for GGFD and ENFD were aligned and negotiated. The non-collective bargaining members are paying the same as bargaining unit members.

Retiree Leo Davis commented he saw the Board as penny pinchers and will continue to take away from the retirees. The retirees that he has spoken want the Board to honor their contract. Commissioner Page replied that they were only trying to make the situation better and they are not asking anyone to void the contract. They are just suggesting the retirees make a similar contribution. Retiree Leo Davis reiterated that the Board is looking to change their agreement and many (of the retirees that he personally has spoken with) don't want to.

Retiree Longo inquired about the \$11 million dollar liability for the benefit that Commissioner had spoken about at the last meeting. Longo's comment was if \$35,000 is a wash and not amounting to much towards the liability then why isn't the Board doing something that would make a difference (such as a 80 to 90 co pay. Retiree Leo Davis added they (the retirees) had all made contributions to get the healthcare benefit. The employees gave up raises. Commissioner Gerrity inquired if he could see the original written contract stating the union plan for no cost healthcare for life. Retiree Leo Davis reminded him it does not state for life but for six months of every year of employment but it does state at no cost. Retiree Leo Davis gave a copy of the Policy regarding the healthcare benefit. Commissioner Gerrity read it aloud and commented that it does not state for free. Commissioner Brian Cross advised that there is no contract subject to Attachment A and it is an agreement attached to the policy. He added the length of the benefit can't change but they might have to pay something.

Retiree Steve Liford argued that it is a contract and Commissioner McMahon cautioned the retirees to not contribute because they do have a contract. Retiree Angie Davis commented that the firefighters gave a big part of their life to the District and were given the healthcare benefit as part of an incentive to retire. The District gave their word and needs to stand behind it. Liford asked for an explanation of where the \$11,000,000 figure came from. Commissioner Cross explained an actuary had been done. Cross reiterated that the healthcare benefit is a policy and can be changed by the Board. It is not part of the contract and they should have some compromise. It was requested for Director Bishop to furnish copies of the actuary to the retirees. Stedman advised the audience that he was the one who suggested that the retirees contribute something towards the healthcare benefit. He added retirees receive a subsidy for

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healthcare and they could use it to contribute to the healthcare. He is just suggesting retirees help (contribute) as the regular employees do and added there will be definite changes for future. Brief mention of how NNFD handles retirees' healthcare VEBA. Stedman cautioned that the way healthcare costs are increasing it will soon be more than the actual budget. Commissioner Hemping added that the vote at a past meeting was 7-1 to not address the retirees group. The Board felt some commitment to discuss. The commissioners have a fiduciary responsibility to the constituents.

Five minute recess was called at 5:46 pm. Workshop was recalled at 5:53 pm.


Commissioner McMahon commented that he thought this workshop was to discuss other offers maybe buyouts. Commissioner Page reiterated that he did not want to make any decisions at the last BOFC meeting and wanted time to think and the topic will be on the February agenda. Retiree Leo Davis asked if the Board could table the decision until March so he had the opportunity to get a survey out to the current retirees. Retiree Liford requested a copy of the actuary.

**III. ADJOURNMENT**

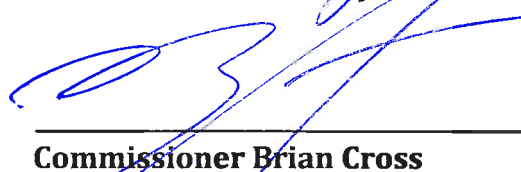
Commissioner Stedman moved to adjourn the Workshop at 5:59pm. Commissioner Hemping offered the second. Motion passed 8-0

Duly passed with a vote of 8 to 0 and adopted in session on the 10th of March 2015.

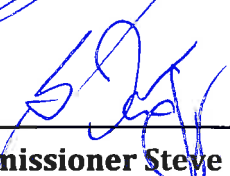
  
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**Chairman Jeff Page**

  
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**Commissioner Rob Boyer**

  
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**Commissioner Charles Cottiers**

  
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**Commissioner Brian Cross**

  
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**Commissioner Kevin Gerrity**

  
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**Commissioner Steve Hemping**

  
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**Commissioner Chuck McMahon**

  
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**Commissioner David Stedman**