



**MINUTES
GREATER NAPLES FIRE RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS MEETING
November 14, 2017**

MEETING OPENED

Chairman Page called to order the regular meeting of the Greater Naples Fire Rescue District's Board of Fire Commissioners at 5:30 pm., on November 14, 2017 at Administrative Headquarters. Present were Chairman Page, Commissioners Cottiers, Gerrity, Hemping, Boyer, Cross, Stedman and Henning. Executive staff in attendance: Fire Chief Schuldt, Assistant Chief Sapp, Deputy Chief Hanson and Deputy Directors Bishop and Martin. Staff in attendance: Suanne Woeste, Nichole Chesser, John Luppy, David Borowski, Brad Buczko, Jay Crouse, Steven Perez, Jorge Lara, Robert McGowen and Scott Wilson. Public in attendance: Trenton Mading, Brad Bunting, Brian Mading, Chris Tobin, Ray Kilmer, Andy Krajewski, Jamie Popiol, Jarett Cotter, John Taylor, Jeff Davenport, Rusty Godette, Harry Zafiris, Shar Hingson, Khris Klock, Matt Trent, George Danz, Jean Kungle, Donna Dolan and Jim Burke. Others were in attendance but did not sign in.

A. Pledge of Allegiance and Invocation

Chairman Page opened the meeting with the Pledge of Allegiance followed by the invocation by Commissioner Gerrity.

B. Line of Duty Deaths Reading and Moment of Silence

Chief Schuldt reported there were a total of 6 Firefighter fatalities for the month of October bringing the total for 2017 to 76, followed by a moment of silence.

C. Approval, Additions and Deletions to the Agenda

Director Bishop requested adding Chief's Performance Review & Annual Compensation under Old Business III. H.

D. Approval of the GNFD Board Minutes for Final Budget Hearing on October 10, 2017.

Commissioner Henning moved to accept the minutes as presented. Commissioner Hemping seconded the motion. Motion passed 8-0.

E. Approval of the GNFD Board Minutes for October 10, 2017

Commissioner Hemping moved to accept the minutes with correction made on page 7 (advantage changed to care). Commissioner Cottiers seconded the motion. Motion passed 8-0.

F. Consent Agenda

Commissioner Cross moved to approve the consent agenda as presented. Commissioner Hemping seconded the motion. Motion passed 8-0.

1. Treasurer's Report
2. Operations Section Report – Assistant Chief Sapp
3. Administration and Finance Section Report – Deputy Director Bishop
4. Planning Section Report – Deputy Chief Martin
5. Logistics Section Report
6. Investigation Section Report – Deputy Chief Hanson
7. Disposition of Fixed Asset 18-02 – Deputy Chief Martin
8. At-A-Boys

a) BBC Proclamation, October 28, 2017 National Fire Responder Day

G. Awards and Recognition

Chief Schuldt congratulated all employees present on their special recognition.

1. New Hire Announcement – Fleet Supervisor John Luppy
2. Probation Completed – 1 Year Anniversary – Josh Williams, IT Technician

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3. Driver Engineer Promotions – David Borowski, Brad Buczko, Mark Stirns, and Jay Crouse
4. 5 Year Service Award – Firefighters D. Borowski, Buczko, A. Douglass, D. Holden, R. McGinnis, T. Pecora, S. Perez, and P. Pernak
5. 15 Year Service Award – DE T. Sims, LT's L. Kidder, J. Lara, R. McGowen

H. Fire Administration – Chief Schuldt

Chief Schuldt reported on the following:

- The Bill proposal to the Local Delegation for the purpose of modifying the Commissioner Election process (at-large seats) was temporarily postponed. Legislators voiced support for future funding to be added to the annual State budget process for Station 63.
- The District has hired a new Fleet Supervisor, John Luppy who has more than 10 years' experience in the field of fleet supervision. Fleet has initiated a new preventative maintenance plan and schedule for all heavy apparatus.
- Due to Hurricane Irma the Safety House was declared a total loss and removed from service. Staff is working on a replacement strategy.
- Engine 73 (2007 Pierce) is having significant repair issues. It recently had an engine rebuild and front-end alignment and is back at Fleet for additional in-house repairs. GNFD has 8 Pierce trucks with Eng. 73 being the most problematic. Director Martin also mentioned "white rust" and bad springs on some of the other Pierce trucks.
- Two Battalion Chief Vehicles have been purchased from E-One REV. Delivery of the chassis is expected within 90 days and vehicles are expected to be delivered 60 days later.
- Driver/Engineer promotional testing has been completed and 5 have been promoted.
- Station 20 generator installation is underway and anticipated to be completed in the next several weeks. New impact windows at Station 20 have been installed and the HVAC water chiller was replaced at Station 73 / Headquarters.
- Repairs and restoration is ongoing at the Stations due to Hurricane Irma damage. *Commissioner Cross recommended GNFD work with a public adjustor to get the most out of insurance. Chairman Page made a motion for GNFD to work with a public adjustor. Commissioner Cross seconded the motion. Motion passed 8-0.*
- ALS Paramedic Credentialing concluded on October 9 with another class beginning later in the month. FF DiSarro is coordinating the effort with Dr. Tober.
- Director Martin and Staff did a great job getting ready for the ISO Survey. The Field Rep. stated GNFD has done a good job addressing the many changes of a growing organization. When rating is given it will cover all areas that GNFD owns and manages.
- Staff reorganization continues with numerous one-on-one meetings to discuss options and refine the way GNFD does business. Currently looking at reorganization at Management Team Level. Discussions continue with Chief Cunningham on future processes including Fire & Life Safety. Lengthy commissioner discussion was held about daily interference and the roles of the Fire Chief. The Fire Chief's authority to create and administer the organizational chart was discussed including staffing and reassigning personnel. During the budget the Commissioners have the authority to approve the positions but the Fire Chief has the authority to put people where needed.

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- GNFD was among only 12 fire service agencies from throughout the Nation to attend the October IAFC Connexions program in Fairfax Va.

I. Chapter 175 Firefighters' Pension Plan – Chairman Arroyo
Chairman Arroyo presented the 175 Pension Plan report.

Commissioner Cross made a motion to appoint Timothy D. Sims as the fifth Trustee for the Greater Naples Firefighters' Pension Plan, effective November 3, 2017, to a full 4-year term that commenced on October 1, 2017 and expires on September 30, 2021.

Commissioner Stedman seconded the motion. Motion passed 8-0.

Commissioner Stedman made a motion to reappointment George Danz as a District Resident Trustee Filling Seat #4 for the Greater Naples Firefighters' Pension Plan, effective November 3, 2017, to a full 4-year term that commenced on October 1, 2017 and expires on Sept. 30, 2021. Commissioner Boyer seconded the motion. Motion passed 8-0.

J. Local 2396 Report – President Trenton Mading

- The GNFD Union and NCFD will vote November 15 & 16 on whether to merge.
- The following concerns were brought up to the Board: A grievance is open about time off not being allowed during Hurricane Irma. Meeting with Chief Schuldt on Thursday and if not resolved go to mediation.
- Concern about not being able to have Firefighters at Station 23 overnight, a plan is needed.
- There has been no communication on when an ALS Coordinator will be appointed.
- A letter was given to the Commissioners about the rumored management shake-up.

II. OLD BUSINESS

A. Emergency Services Task Force Meeting – Commissioner Hemping

Commissioner Hemping stated the next meeting is here at Headquarters -Thursday, November 16th at 9:00am. To be discussed is funding strategies and the future of the Emergency Services Task Force Group.

B. AIW – Multi-Truck Purchase Authorization – Deputy Director Martin

Director Martin presented the Multiple Apparatus Purchase Worksheet.

Commissioner Cross made a motion to approve Staff's recommendation and move forward with purchasing five E-One 2018 Typhoon Fire Engines from REV E-One, from the Florida Sheriffs and Florida Fire Chiefs Association bid. Commissioner Boyer seconded. Motion passed 8-0.

C. AIW – ULP Settlement Agreement – Chief Schuldt / Deputy Director Bishop

Commissioner Henning made a motion to accept Staff's recommendation and move to authorize the Settlement Agreement and Release, thereby making the effective date November 14th, 2017. Commissioner Stedman seconded the motion. Motion passed 8-0.

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D. Local Delegation Update – Chief Schuldt

Commissioner Henning made a motion to direct Staff not to proceed with the Bill proposal of modifying the Commissioner Election process (at-large seats) for the 2017 / 2018 Legislature. Commissioner Cross seconded. Motion passed 8-0.

E. Response Time Discussion – Commissioner Stedman

Commissioner Stedman presented documentation showing the percentage of response times for the different GNFD stations. The NFPA standard for response time for 1st Responders is 4 minutes and 8 minutes for ALS. It is difficult for GNFD to meet since the standard is built for high density metropolitan areas and much of the District is rural in nature. We need a change in philosophy – more fire stations and engines won't fix this.

F. Commissioner Attendance –State of Emergency – Commissioner Cross

Commissioner Gerrity made a motion that nonattendance by a Commissioner at the September 13th meeting immediately following Hurricane Irma will not be counted against the Commissioner's attendance record. Commissioner Stedman seconded the motion.

Commissioner Hemping has issues with the attendance policy because some Commissioners go over and above putting in their time other than just Board meetings. *Motion passed 8-0.*

Commissioner Boyer made a motion to rescind the Commissioner's Attendance Policy and go back to the state Statue. Commissioner Hemping second the motion. Motion failed 2-6 (Cross, Cottiers, Henning, Stedman and Page)

G. Commissioner Involvement & Interference with District Administration – Commissioner Cross
Chairman Page stated the topic was handled in previous discussion.

H. Chief's Performance Review & Annual Compensation – Commissioner Hemping

Commissioner Hemping asked Chairman Page if everyone has turned in the Chief's annual performance review. Chairman Page stated 5 reviews have been turned in; 4 reviews meet expectation or higher and 1 does not meet expectations. *Commissioner Hemping made a motion that all Commissioners must complete the Chief's annual evaluation and sit down one-on-one with the Chief to discuss. Commissioner Boyer seconded. Discussion continued among the Board. Motion failed 3-5 (Cross, Cottiers, Henning, Gerrity and Page).*

Commissioner Hemping stated that because the majority of the Chief's performance reviews were positive, he is to receive 2% raise per contract. Commissioner Gerrity suggested waiting due to non – bargaining discussions. Commissioner Hemping suggested moving the effective date due to cash flow issues. After discussion Chairman Page stated the 2% raise is automatic per the contract. Chief Schuldt stated he prefer not to receive a raise at this time when nonunion staff is not able to get one. Chairman Page restated that the contract must be followed.

III. NEW BUSINESS

A. AIW – FY 16-17 Annual Audit Engagement Letter – Deputy Director Bishop

Commissioner Cross made a motion to accept Staff's recommendation and move to authorize the FY 16-17 annual audit engagement letter with the Grau and Associates. Commissioner Boyer seconded. Motion passed 8-0.

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- B. AIW – Temporary Lease Agreement– Deputy Director Bishop**
Commissioner Cottiers made a motion to authorize the Temporary Lease Agreement for Station 23 zone coverage. Commissioner Henning seconded. Motion passed 8-0.
- C. AIW – Commissioner Retirement – Commissioner Boyer**
Director Bishop presented the information on the two different retirement systems the Commissioners are enrolled in. *Commissioner Boyer made a motion to annually adjust Nationwide 401 with The Florida Retirement System. Commissioner Hemping seconded. Motion Failed 4 - 4 (Page, Stedman, Gerrity, Cottiers).*
- Commissioner Cross made a motion to not make any changes on the Commissioner's Retirement Plans. Commissioner Gerrity seconded. Motion passed 8-0.*
- D. AIW _ Hodges University Internship Agreement - Deputy Director Bishop**
Commissioner Gerrity made a motion to accept Staff's recommendation and move to authorize the Hodges University Field Internship Agreement. Commissioner Stedman seconded the motion. Motion passed 8-0.
- E. AIW – Schultz Employment Settlement Agreement – Attorney Velazquez**
Attorney Rey Velazques presented the Board with a tentative settlement agreement that was reached between District's Legal Counsel representing VFIS and Ms. Schultz. *Commissioner Cottiers made a motion to accept Staff's recommendation and authorize the Settlement Agreement and General Release, and to release funds from reserves totaling \$17,500. Commissioner Boyer seconded. Motion Passed 8-0.*
- F. AIW –Station 90: 175 Capri Blvd Roof Replacement – Deputy Director Bishop**
Commissioner Stedman moved to waive the competitive bid process for the purchase of a new roof at Station 90, 175 Capri Blvd. and to authorize the Finance Director to select and award the contract based on receiving three quotes. Commissioner Gerrity seconded. Motion passed 8-0.
- G. Public Comment on Items Not Listed on the Agenda**
Donna Dolan asked if there is an emergency phone at Station 23? Chairman Page responded there is not. Discussion about cell service continued and the possibility of putting an emergency phone there.
- John Taylor responded to Commissioner Henning earlier interpretation of Florida Statute reference 191.08 part 2 – the last sentence is “as are necessary and authorized by the Board”. Discussion continued about Board involvement in day to day District business.
- H. Comments by Commissioners**
Commissioner Henning read part of Florida Statute 191.008 part 2 and stated that it is almost word for word in the Chief's contract.
- Commissioner Gerrity stated that not long ago we had 9 million in Reserves in the District. Although we have had extreme circumstances we need to take a hard look at the budget.
- Commissioner Stedman agreed Commissioners should not be in day to day business, but all Commissioners have some specialty to contribute and bring value.

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Chairman Page stated next meeting we will have Board Officer Elections. Chairman Page also encouraged Chief Schuldt to work with the labor attorney to make sure we are making the right decisions.

Commissioner Boyer thanked all the Veterans in the District as well as all the firefighters for their hard work.


V. ADJOURNMENT

Commissioner Stedman made a motion to adjourn meeting. Commissioner Cross seconded. Motion passed 8-0.

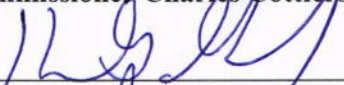
Duly passed with a vote of 8 to 0 and adopted in session on the 14th day of November.




Chairman Jeff Page



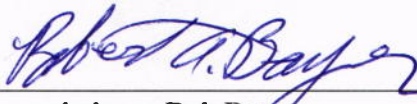
Commissioner Charles Cottiers



Commissioner Kevin Gerrity



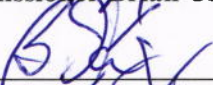
Commissioner Tom Henning



Commissioner Rob Boyer



Commissioner Brian Cross



Commissioner Steve Hemping



Commissioner David Stedman