



**MINUTES**  
**GREATER NAPLES FIRE RESCUE DISTRICT**  
**BOARD OF FIRE COMMISSIONERS MEETING**  
**December 12, 2017**

**MEETING OPENED**

Chairman Page called to order the regular meeting of the Greater Naples Fire Rescue District's Board of Fire Commissioners at 5:32 pm., on December 12, 2017 at Administrative Headquarters. Present were Chairman Page, Commissioners Cottiers, Gerrity, Hemping, Boyer, Cross, Stedman and Henning. Executive staff in attendance: Fire Chief Schuldt, Deputy Chiefs Low and McLaughlin, and Deputy Directors Bishop and Martin. Staff in attendance: Suanne Woeste, Nichole Chesser, DEs Erin Gill and Aaron Douglass. Public in attendance: Jamie Popiol, Jarett Cotter, John Taylor, Khris Klock, George Danz, Jean Kungle, Jim Horner, Pat Gill, and Donna Dolan. 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 4 Firefighter fatalities for the month of November bringing the total for 2017 to 81, followed by a moment of silence.

**C. AIW – Election of Board Members – Deputy Director Bishop**

*Commissioner Hemping nominated Commissioner Cross for Chair. Commissioner Stedman seconded. Motion passed 8-0. Commissioner Hemping nominated Commissioner Stedman for Vice- Chair. Commissioner Page seconded. Motion passed 8-0. Commissioner Cross nominated Commissioner Boyer for Secretary. Commissioner Gerrity seconded. Motion passed 8-0. Commissioner Page nominated Commissioner Gerrity for Treasurer. Commissioner Gerrity respectfully declined. Commissioner Boyer nominated Commissioner Henning for Treasurer. Commissioner Cross seconded. Motion passed 8-0.*

**D. Approval, Additions and Deletions to the Agenda**

Director Bishop requested removing New Business III. G. 175 Pension Plan State Money Mutual Consent. Commissioner Hemping moved to accept the Agenda as amended. Commissioner Cottiers seconded. Motion passed 8-0.

**E. Approval of the GNFD Board Minutes for November 14, 2017**

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

**F. Consent Agenda**

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

**MINUTES**  
**GREATER NAPLES FIRE RESCUE DISTRICT**  
**BOARD OF FIRE COMMISSIONERS MEETING**  
**December 12, 2017**

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 – Deputy Chief McLaughlin
6. Investigation Section Report – Deputy Chief Hanson
7. At-A-Boys

**G. Awards and Recognition**

Chief Schuldt congratulated all employees present on their special recognition.

1. Driver Engineer Promotions – Erin Gill and Aaron Douglass
2. 5 Year Service Award – Firefighters: David Festa & Torrence Andrews and DE Erin Gill
3. Sons of the American Revolution Fire Safety Commendation Medal – Lt. Inspector Steve Riley.
4. Sons of the American Revolution Emergency Medical Services Commendation Medal – FF. PM Dennis DiSarro

**H. Fire Administration – Chief Schuldt**

Chief Schuldt reported on the following:

- Reconstruction of Station 23 has begun.
- Staff recently met with representatives from FEMA to discuss recovery and mitigation strategies. FEMA has scheduled sighth inspections of Stations 23, 90, and Fleet.
- Talks with State Legislators continue to secure funding for the operations of Station 63. Staff is working with Senator Passidomo to coordinate efforts.
- ALS Paramedic Credentialing Academy started December 4th. There are nine employees participating. Academy is scheduled to complete December 14<sup>th</sup> and will be followed by the required EMS ride time of 72 hours.
- Director Martin and members of the Apparatus Committee traveled to Ocala December 6 to conduct the Pre-Build meeting, authorizing Emergency One to begin building the five new apparatus.
- Repairs to boat dock 60 are underway and staff is hopeful the same company will initiate repairs to boat dock 90 thereafter.
- Staff continues to meet with North Collier Fire on several projects including global operations, training, Fire & Life Safety, Fleet and joint staffing options. Chief Schuldt has also been meeting with North Collier Chief Cunningham every other Friday.

**I. Chapter 175 Firefighters' Pension Plan – Chairman Arroyo**

No Report

**J. Local 2396 Report – John Taylor**

- Union is still mulling things over on Article 41 (Testing) after last week's meeting
- Two grievances are in process
- Chairman Cross questioned what happened with the Union vote on merging with North Collier Fire. He also inquired why the workshops between management and the Union have not been happening. Lt. Taylor stated the Union is still open to talk.

**MINUTES**  
**GREATER NAPLES FIRE RESCUE DISTRICT**  
**BOARD OF FIRE COMMISSIONERS MEETING**  
**December 12, 2017**

- Chief Schuldt responded to the two open grievances
  1. Going to mediation for recommendation
  2. Brought in today by Chairman of the Grievance Committee Joey Brown. Discussion was had and it has been assigned and will be resolved through policy change.
- Chief Schuldt also thanked John Taylor for Labor Management discussion last week.

## **II. OLD BUSINESS**

### **A. Emergency Services Task Force Meeting – Commissioner Hemping**

Commissioner Hemping stated November's meeting went very well with great discussion. Talk was unanimous to keep Task Force meetings going. Discussion included some concern about the Union vote not passing and staff's collaboration efforts – future may be less focus on 2020 vote, more effort on collaboration. The next meeting is Thursday, January 18, 2018 at 9:00am.

### **B. AIW – Hurricane Irma Update – Deputy Director Bishop**

Director Bishop presented the current reimbursement amounts GNFD has received for station and vehicle damages from VFIS. Supplemental damage reimbursement requests may still be submitted as repairs are completed. FEMA representatives will be onsite to assess damages and potential mitigation projects. Additionally, the District has met with Keys Claims Consultants, Inc. to discuss independent claims adjustor services.

### **C. District Reserve Status and Alternative Funding Discussion – Commissioners Gerrity and Commissioner Boyer.**

Commissioner Gerrity passed out a chart showing GNFD Revenue vs Reserves. He stated if we let this trend continue we will not have enough money in reserves for beginning payroll in FY 2019. *Commissioner Gerrity made a motion that the District implements a hiring freeze. The District freezes all wages and salaries that are not controlled by contractual agreement. The District eliminates all non-essential travel. The District takes steps to reduce overtime. The District temporarily freezes all facility capital improvements that are not essential to health and safety. The District eliminates the acquisition of any vehicle or equipment that are not essential to health and safety. The District encourages the Chief, within contractual limits, to phase the acquisition of previously contracted apparatus, provided that any delay does not adversely affect health and safety. Commissioner Cottiers seconded.*

Commissioner Henning questioned the implications from the motion; what was budgeted for that will not be spent and what kinds of savings are we looking at. Discussion continued on where the money from Reserves went, what is the reserve strategy, more information/data is needed and too much in one motion. *Chairman Cross called the motion. Motion failed (1-7) Gerrity. Commissioner Gerrity made a 2<sup>nd</sup> motion that the District encourages the Chief within contractual limits, to phase the acquisition of previously contracted apparatus, provided that any delay does not adversely affect health and safety and the District temporarily freezes all facility capital improvements that are not essential to health and safety. Commissioner Cottiers seconded the motion.* Chief Schuldt suggested having Staff look at Budget and come back with recommendations. Chairman Cross suggested Commissioner Gerrity amend his motion to include by next meeting if possible the Chief provide some projected analysis on risk vs reward, savings or not savings on how to attack

**MINUTES**  
**GREATER NAPLES FIRE RESCUE DISTRICT**  
**BOARD OF FIRE COMMISSIONERS MEETING**  
**December 12, 2017**

overtime. *Commissioner Gerrity amended his motion to include Chairman Cross's statement. Commissioner Stedman seconded amended motion.*  
*Commissioner Page suggested we give Chief Schuldt a month to evaluate. Commissioner Gerrity rescinded his motion.*

Commissioner Boyer brought up the discussion of alternate funding and commented there is no one thing that is going to save us, it will be a multiple of things. Resolution 2011-13 Cost Recovery Resolution needs to be looked at again, let's try it and put a sunset on it and if the Board doesn't like it we have to approve it to continue or prove it automatically fails. Commissioner Page stated he doesn't feel this is the right time to do, let's wait for the GSG Study with their recommendations. Discussion and public comment continued. Commissioner Cross made a motion to dissolve Resolution 2011-13. Commissioner Stedman seconded. Motion approved 7-1 (Boyer).

### **III. NEW BUSINESS**

**A. AIW – 2018 Regular BOFC Meeting Dates – Deputy Director Bishop**

Director Bishop presented the proposed dates for the 2018 BOFC meetings. *Commissioner Gerrity made a motion to approve Staff's recommendation and approve the 12 listed GNFD regular BOFC meeting dates. Commissioner Stedman seconded. Motion passed 8-0.*

**B. AIW – International Fellowship Program – Chief Schuldt**

Chief Schuldt present the International Fellowship Program. *It was discussed that it would be of no cost to Greater Naples Fire. Commissioner Cottiers made a motion to approve staff recommendation to apply for hosting agency status with the International Association of Fire Chiefs. Commissioner Hemping seconded. Motion passed 8-0.*

**C. AIW – Enterprise Fleet Management – Deputy Director Martin**

Director Martin presented the information on the Small Vehicle Fleet Replacement Program. *Commissioner Cottiers made a motion to accept staff's recommendation to authorize the Fire Chief on behalf of the District to sign the Lease with Enterprise Fleet Management. Commissioner Boyer seconded. Motion passed 7-1(Gerrity).*

**D. AIW – Engine 73- Board Direction - Deputy Director Martin**

Director Martin presented the repair history/cost of maintaining Engine 73 and 3 different options on what can be done with it. Discussion on the different options continued among the Board. *Commissioner Henning made a motion to surplus Engine 73. Commissioner Stedman seconded. Motion passed 8-0. Commissioner Page made a motion to accept Option 3: Surplus Engine 73 and authorize staff to identify and purchase a readily available engine (demo/commercial unit). Not to exceed \$400,000 with a 5-7 year lease. Commissioner Cottiers seconded. Motion passed 7-1 (Gerrity).*

**E. AIW – Impact Fee New Vehicle Purchase/Squad 76 – Deputy Director Martin**

*Commissioner Cottiers made a motion to accept Staff's recommendation for the District to purchase one 2018 Ford F-250 Squad Vehicle from REV RTC, Ocala Florida for \$72,978.32 out of Impact Fees. Commissioner Hemping seconded. Motion passed 7-1 (Gerrity).*

**MINUTES**  
**GREATER NAPLES FIRE RESCUE DISTRICT**  
**BOARD OF FIRE COMMISSIONERS MEETING**  
**December 12, 2017**

- F. Draft Administrative Handbook Annual Review – Deputy Director Bishop**  
Director Bishop presented the 2018 Draft Administration Handbook. Financial changes per handbook are Battalions Chief's Block pay changed from a rate of \$140 to \$150 per completed four-hour block and shift Battalions will be paid three, four hour Blocks (12 hours) for each Holiday worked (changed from 2 Blocks).  
*Commissioner Hemping made a motion to accept Staff's Handbook changes. Commissioner Henning seconded. Motion passed 8-0.*
- G. 175 Pension Plan State Money Mutual Consent – Deputy Director Bishop**  
During Approval, Additions and Deletions, Deputy Director Bishop requested Item be removed from Agenda. Commissioner Hemping made a motion to approve amended Agenda. Commissioner Cottiers seconded. Motion passed 8-0.
- H. Resolution 2017-16 / 175 Pension Plan DROP – Deputy Director Bishop**  
Director Bishop presented Resolution 2017-16 as forwarded by the Pension Board from the last quarterly meeting. Director Bishop pointed out a few different financial pieces of the Resolution. *Commissioner Boyer made a motion to approve Resolution 2017-16 subject to changing the language to match FRS's 3% cost of living and 6% interest earned. Commissioner Stedman second. After discussion Commissioner Boyer amended his motion that the 175 Pension Plan be revised to be a total match to FRS's Plan. Commissioner Stedman seconded. Motion passed 8-0.*
- I. AIW- On line Auction Authorization – Deputy Director Bishop**  
*Commissioner Henning moved to approve staff's recommendation and authorize the contract with Atkinson Realty and Auction, Inc. for on-line auction services. Commissioner Stedman seconded. Motion passed 8-0.*
- J. AIW – Reserve Fund Banking – Deputy Director Bishop**  
*Commissioner Cottiers moved to approve staff's recommendation and open a new checking account with First Florida integrity Bank for the purpose of transferring Reserve Funds from Encore Bank. Commissioner Hemping seconded. Motion passed 8-0.*
- K. Public Comment on Items not listed on the Agenda**  
Resident Donna Dolan commented against Old Business II. Item C. Alternative Funding and also thanked the District for looking into an outside emergency phone at Station 23.
- L. Comments by Commissioners**
- Commissioner Boyer questioned if the ULP payments have been made. Director Bishop responded that they will be direct deposited by Thursday December 14<sup>th</sup> deadline.
  - Commissioner Cottiers wished everyone a Merry Christmas and a Happy New Year.
  - Commissioner Page stated he liked the idea of future discussion on the merger issue, I don't want staff wasting it's time on an issue if Unions are not merging. Functional consolidation is great.
  - Chairman Cross agreed with Commissioner Page, let's save money where possible but don't spend hours and hours thinking about a merger.

MINUTES  
GREATER NAPLES FIRE RESCUE DISTRICT  
BOARD OF FIRE COMMISSIONERS MEETING  
December 12, 2017

IV. SIGNATURE OF BOARD APPROVED ITEMS

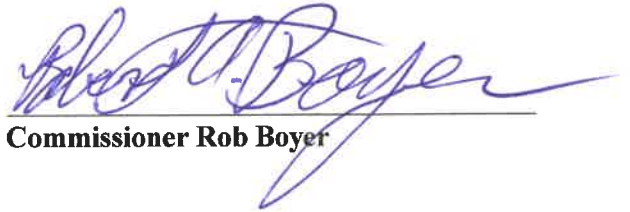
V. ADJOURNMENT

Duly passed with a vote of 8 to 0 and adopted in session on the 9th day of January.



---

Chairman Brian Cross



---

Commissioner Rob Boyer



---

Commissioner Charles Cottiers



---

Commissioner Jeffery Page



---

Commissioner Kevin Gerrity



---

Commissioner Steve Heping



---

Commissioner Tom Henning



---

Commissioner David Stedman