



**MINUTES**  
**GREATER NAPLES FIRE RESCUE DISTRICT**  
**BOARD OF FIRE COMMISSIONERS MEETING**  
**March 9, 2021**

**I. MEETING OPENED**

Chairman Gerrity called to order the regular meeting of the Greater Naples Fire Rescue District's Board of Fire Commissioners at 5:30 p.m., on March 9, 2021 at Administrative Headquarters. Present were Commissioners Duffy, Biondo, Cottiers, Stedman, and Gerrity. Staff in attendance: Nicole Chesser, Lyndsay Tomlinson, Sharon Sickels, Jamie Popiol, Kevin Nelmes, Ray Kilmer, Joey Brown, Christian Tobin, Tim Sims, Emanuel Arroyo, Vaughan Palmateer, Rusty Godette, Suanne Woeste, Tracey Caparrelli, Martie Morgan, Erin Gill, Brian Hennessy, Scott Jacob, Brian Mading, Brian Heath, Justin Beasley, Jesus Padilla. Public in attendance: George Danz. Others attended meeting but did not sign in.

**A. Pledge of Allegiance and Invocation**

Chairman Gerrity opened the meeting with the Pledge of Allegiance followed by the Invocation by Commissioner Stedman.

**B. Consent Agenda**

1. Treasurer Report

*Commissioner Stedman moved to approve the Consent Agenda as presented.  
Commissioner Duffy seconded. Motion passed 5-0.*

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

Fire Chief Sapp requested to add County Mutual Aid Agreement for review and signature to New Business C. Commissioner Stedman requested to add non-union wage increase to New Business D.

*Commissioner Cottiers moved to approve the Agenda as amended. Commissioner Biondo seconded. Motion passed 5-0.*

**D. Approval of the GNFD Board Minutes for February 9, 2021**

*Commissioner Cottiers moved to approve the GNFD Board minutes as presented.  
Commissioner Stedman seconded. Motion passed 5-0.*

**E. Fire Chief's Report**

Fire Chief Sapp presented his report as submitted.

Fire Chief Sapp announced the promotion of Ray Kilmer to Lieutenant.

Firefighter of the Year was presented to Marta Soto. Civilian Employee of the Year, Maria Mercedes Carrillo, will be recognized next month, as she could not be present.

**F. Chapter 175 Firefighters' Pension Plan**

Chairman Tim Sims gave a verbal report on the pension plan performance. They are conducting an actuarial evaluation report that needs to be complete before the audit which is due in the middle of April. Next meeting will be in May and a special meeting in April for the presentation of the ADR. The meetings will be posted for the public to attend.

**G. Local 2396 Report**

President Joey Brown gave a verbal report and noted three outstanding grievances due to COVID and administrative changes. The Union is working with Chief Sapp on these grievances.



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**II. OLD BUSINESS**

**A. Fire Chief Selection Committee Update – Commissioner Stedman**

Commissioner Stedman gave an update that there was a lot of confusion surrounding qualifications and there were not many qualified applicants. He reported the Committee suggested resolutions such as starting over and hiring a head hunter to do the search and discussion ensued regarding the best route. Commissioner Duffy recommended the current applicants be sent back to the committee to bring five candidates to the Board to interview. Attorney Laura Donaldson stated the qualifications were unclear which made the applicant spreadsheet utilized not completely accurate.

*Commissioner Stedman made a motion to abandon the current process and reassess the process in a different way going forward. Commissioner Cottiers seconded.  
Motion passed 4-1. (Duffy)*

*Commissioner Biondo made a motion to hire an outside firm to search for the next Fire Chief, to inquire the cost of such service, and have the Board make the final decision. Commissioner Stedman seconded. Commissioner Biondo amended the motion to find out the cost of hiring an outside firm. Commissioner Stedman seconded.  
Motion passed 4 -1. (Duffy)*

Commissioner Gerrity spoke about the successes of the organization since Chief Sapp has been Fire Chief and suggested he stay in the position. Commissioners Cottiers, Biondo, and Stedman agreed.

*Commissioner Cottiers made a motion to assign Chief Sapp as Fire Chief under a one-year contract. Commissioner Gerrity seconded.*

There was discussion about removing the time frame.

*Commissioner Cottiers amended the motion to recommend Chief Sapp be the Fire Chief. Commissioner Gerrity seconded. Motion passed 5-0.*

Commissioner Gerrity will work on the details of a contract and bring back to the Board.  
*Commissioner Stedman made a motion to reconsider getting costs for a head hunter. Commissioner Cottiers seconded. Motion passed 5-0.*

**B. AIW – Vacant Land Update – Fire Chief Sapp**

Fire Chief Sapp presented update on the vacant properties owned by the District. After discussion on three properties; Commissioners directed staff to contact the company that the District traded with for the Sabal Palm Road property to explore options and assess the value of the Outer Drive property.

*Commissioner Cottiers made a motion to contact the company that traded the Sabal Palm Rd. property. Commissioner Stedman seconded. Motion passed 5-0.*

**C. Aerial Operations – Chief Sapp**

Fire Chief Sapp advised he has discussed options with North Collier Fire District (NCFD) regarding moving Ladder 72. NCFD is in process of being rated for ISO and not in a position to make changes at this time. This item will stay on Agenda until resolved.



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**D. Property Repair Update – Assistant Chief McLaughlin**

Assistant Chief McLaughlin provided an update on property repairs. Commissioner Gerrity stated that there needs to be a strategic plan for property repairs.

*Commissioner Stedman made a motion to proceed with repairs to the Fleet Maintenance facility and Station 21 at a cost not to exceed \$91,000. Commissioner Duffy seconded. Motion passed 5-0.*

**E. Training Records – 3-Year Summary – Assistant Chief Low**

Chief Low provided a 3-year training summary report requested by Commissioner Biondo. Copies of the breakdown summary were handed out.

The future of Dr. Tober's contract with the District was discussed and what direction the District wants to go. There has not been training provided in over a year.

*Commissioner Duffy made a motion to terminate Dr. Tober's contract. Commissioner Cottiers seconded. Motion passed 5-0.*

Commissioner Biondo requested information from Chief Low regarding what portion of training was provided by Operations personnel versus Training Section personnel and how many licensed EMT versus licensed Paramedics are with the District.

**III. NEW BUSINESS**

**A. AIW– Resolution 2021-01 Fire Code Officials Office Final Dissolution – Fire Chief Sapp**

*Commissioner Cottiers moved to approve the final distribution payments to close out the Fire Code Officials account. Commissioner Stedman seconded. Motion passed 5-0.*

Commissioner Biondo stated getting rid of the Fire Code Officials Office was one of the biggest mistakes we ever made.

**B. AIW- Resolution 2021-02 Executive Office Authorization White Lake**

*Commissioner Cottiers moved to approve authorization of Chief Officers to act on behalf of the District for the White Lake Property. Commissioner Stedman seconded.*

*Motion passed 5-0.*

**C. County Mutual Aid Agreement**

*Commissioner Stedman made a motion to approve the County Mutual Aid Agreement.*

*Commissioner Duffy seconded. Motion passed 5-0.*

**D. Non-Union Wage Increase**

Commissioner Stedman stated he wants the non-union personnel to receive the same wage increase as Union personnel, as it has been done in the past.

*Commissioner Stedman made a motion to extend the same circumstance to non-union personnel working for the District. Commissioner Stedman amended the motion to provide raises for those who have been without a raise the same amount of time the Union have been without. Commissioner Biondo seconded.*

President Brown clarified that the Union raises are not effective until May 31 which would give time to review and approve salary increases. Vice President Tobin suggested an amendment to the Administrative Handbook to include salary adjustment in alignment with the Union Contract.



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*Commissioner Stedman rescinded the motion and made a new motion to re-examine the Administrative Handbook and bring it up current to mirror what the current situation is.*

**E. Public Comments items not listed on the Agenda**

Former Fire Commissioner George Danz expressed concern about terminating Dr. Tober's contract. It was clarified that he is the Medical Director for Collier County and the contract was for services provided to the District.

**F. Comments by Commissioners**

Commissioner Biondo asked for an update on the Foundation lawsuit. Fire Chief Sapp responded the District is awaiting response from the Attorney General on this matter. In addition, Commissioner Biondo inquired about purchasing new engines. He stipulated he wants the trucks to be purchased based on functionality and not appearance. Fire Chief Sapp advised this purchase will be brought to next month's Board meeting.

**IV. ADJOURNMENT**

*Commissioner Stedman made a motion to adjourn at 7:51 p.m. Commissioner Cottiers seconded. Motion passed 5-0, meeting adjourned.*

Duly passed with a vote of \_\_\_\_\_ to \_\_\_\_\_ and adopted in session on the 13<sup>th</sup> day April 2021.

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**Chairman Kevin Gerrity**

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**Commissioner Al Duffy**

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**Commissioner Charles Cottiers**

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**Commissioner David Stedman**

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**Commissioner Nick Biondo**



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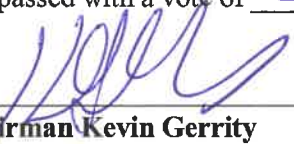
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