



**MINUTES  
GREATER NAPLES FIRE RESCUE DISTRICT  
BOARD OF FIRE COMMISSIONERS MEETING  
October 12, 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 October 12, 2021 at Administrative Headquarters. Present were Commissioners Duffy, Cottiers, Stedman, Biondo, and Gerrity. Staff in attendance: J. Nolan Sapp, Nicole Chesser, Shawn Hanson, Sal D'Angelo, Janice Monteagudo, Sharon Sickels, James West, Joey Brown, Brian Bower, Jamie Popiol, and Charles Heweker. Public in attendance: George Danz, Randy Ward, Wayne Martin, Robert Lang, Deborah Martin, Tom Bothe, Tony Germana, Danielle Bothe, Daryl Galleti, Laura Messina, Tabatha Butcher, Betsey Rychlewski, Renee Szabo, and Aeryl Eaton. District Attorney Laura Donaldson was in attendance. Others attended meeting but did not sign in.

**A. Pledge of Allegiance and Invocation**

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

**B. Consent Agenda**

1. Treasurer Report
2. Disposition of Fixed Assets 21-008 and 21-009

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

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

*Commissioner Duffy requested the following items to be added to Agenda under New Business, E. Collective Bargaining Agreement, F. Station 76, G. Strategic Planning. Commissioner Duffy moved to approve the agenda as amended. Commissioner Cottiers seconded. Motion passed unanimously 5-0.*

**D. Approval of the GNFD Board Tentative Budget Hearing Minutes September 14, 2021**

*Commissioner Stedman moved to approve the GNFD Board Tentative Budget Hearing minutes for September 14, 2021 as presented. Commissioner Duffy seconded. Motion passed unanimously 5-0.*

**E. Approval of the GNFD Board Final Budget Hearing Minutes September 28, 2021**

*Commissioner Duffy moved to approve the GNFD Board Final Budget Hearing minutes for September 28, 2021 as presented. Commissioner Cottiers seconded. Motion passed unanimously 5-0.*

**F. Approval of the GNFD Board Minutes for September 14, 2021**

*Commissioner Cottiers moved to approve the GNFD Board minutes for September 14, 2021 as presented. Commissioner Stedman seconded. Motion passed unanimously 5-0.*



**MINUTES  
GREATER NAPLES FIRE RESCUE DISTRICT  
BOARD OF FIRE COMMISSIONERS MEETING  
October 12, 2021**

**G. Fire Chief's Report**

Fire Chief Sapp presented his report as submitted.

1. Line of Duty Deaths Moment of Silence

Chief Sapp announced 21 firefighter line of duty deaths for the month of September.

2. Awards and Recognition

Fire Chief Sapp announced the Service Awards for the month of September.

Fire Chief Sapp announced promotion of Captain Inspector Mike Cruz and was previously pinned with his badge.

Fire Chief Sapp introduced Driver Engineers and they were officially pinned with their GNFD badge.

**H. Chapter 175 Firefighters' Pension Plan – Tim Sims**

Chief of Staff, Nicole Chesser mentioned Tim Sims was not able to attend as he was on duty. She reported several Pension Associates and Staff had a meeting to review how the Pension Plan can work more smoothly.

**I. Local 2396 Report**

President Joey Brown had nothing to report except the ongoing Foundation lawsuit with Kingman Schuldt, Tara Bishop, and Wayne Martin.

**II. OLD BUSINESS**

**A. Training Update – Assistant Chief Krajewski**

Assistant Chief Krajewski gave a verbal update on the District's Training Section including the following topics: Training events completed, successful live fire burns training, and conducting live fire burns training first week in November. Assistant Chief Krajewski asked Commissioners if Training Report can be generated in Fire Chief's Report for future Board meetings. Commissioners agreed it can be included in Fire Chief's Report. Commissioners acknowledged Chief Krajewski for doing a great job with training.

**III. NEW BUSINESS**

**A. Station 25 Update – Commissioner Cottiers**

Commissioner Cottiers discussed the planning of Station 25. He understands delay to open due to COVID, but wants Station 25 opened. Commissioner Stedman distributed handout of BLS response times and stated it is apparent data shows a need for an apparatus. Open discussion with Commissioners and Fire Chief Sapp regarding opening Station 25 options. The Board gave direction to Fire Chief Sapp to compile two to three scenarios including timeline, financial impact, and staffing options.

Chairman Gerrity gave opportunity for Public Comments to be made before the Closed-Door Attorney-Client Session.

Tom Bothe, Danielle Bothe, Tony Germana, Daryl Galleti, and Laura Messina spoke in favor of staffing Station 25. Chief Tabatha Butcher of Collier County EMS clarified remarks made by Commissioner Duffy regarding Station 25 and signage.



**MINUTES  
GREATER NAPLES FIRE RESCUE DISTRICT  
BOARD OF FIRE COMMISSIONERS MEETING  
October 12, 2021**

- B. CLOSED DOOR ATTORNEY-CLIENT SESSION - Wayne J. Martin and Tara Bishop v. Greater Naples Fire Rescue District, Case No. 2021-CA-002116-0001, 20th Judicial Circuit in and for Collier County, Florida – TIME CERTAIN 6:30 PM**

Closed-Door Attorney-Client Session Pursuant to Section 286.011(8), Florida Statutes, to discuss settlement negotiations and/or strategy related to litigation expenditures in Wayne J. Martin and Tara Bishop v. Greater Naples Fire Rescue District Case No. 2021-CA-002116-0001, 20th Judicial Circuit in and for Collier County, Florida. Attorney Donaldson requested the Closed Door Attorney-Client Session at the District's September 14, 2021 meeting.

**ACTION ITEMS (IF ANY) STEMMING FROM THE ABOVE CLOSED DOOR ATTORNEY-CLIENT SESSION.**

Chairman Gerrity stated the following: During the Board's September 14<sup>th</sup> meeting, Legal Counsel Laura Donaldson advised the Board of Commissioners that a closed-door attorney-client session was needed to discuss settlement negotiations and/or strategy related to litigation expenditures. The Greater Naples Fire Rescue District announces the commencement of a closed-door attorney-client session on October 12<sup>th</sup>, beginning at 6:30 PM in accordance with Section 286.001(8), Florida Statutes, regarding the following pending litigation:

Wayne J. Martin and Tara Bishop v. Greater Naples Fire Rescue District  
Case No. 2021-CA-002116-0001  
20th Judicial Circuit in and for Collier County, Florida.

The closed-door attorney-client session will be attended by the following:

Chair Kevin Gerrity; Vice Chair David Stedman; Secretary Al Duffy; Treasurer Nick Biondo; Commissioner Charlie Cottiers; Fire Chief Nolan Sapp; Legal Counsel Laura Donaldson; Attorney Rey Velazquez; and A court reporter.

The subject matter shall be confined to the pending litigation. No other matter or ancillary issue related to the District may be discussed. No votes will be taken during this closed session. The estimated length of this closed session is estimated to be approximately one hour.

Pursuant to Florida Law, the entire attorney-client session shall be recorded by a certified court reporter. No portion of the session shall be off the record. A copy of the transcript will be made part of the public record at the conclusion of the litigation.

Everyone exited the meeting room except for those listed by Chairman Gerrity. At the conclusion of closed-door attorney-client session Chairman Gerrity stated the following: I now announce the termination of the closed-door attorney-client session related to:

Wayne J. Martin and Tara Bishop v. Greater Naples Fire Rescue District  
Case No. 2021-CA-002116-0001  
20th Judicial Circuit in and for Collier County, Florida.



**MINUTES  
GREATER NAPLES FIRE RESCUE DISTRICT  
BOARD OF FIRE COMMISSIONERS MEETING  
October 12, 2021**

This completes the public meeting regarding the litigation at 7:16 p.m.. Adjourned.

**BOARD OF FIRE COMMISSIONERS MEETING RESUMED AT 7:16 PM.**

Robert Lang and Renee Szabo read a letter in favor of staffing Station 25. Deborah Martin read a letter regarding Station 25 and requested the letter be part of the official record.

**C Procedural Concerns with Chris Tobin Investigation– Commissioner Cottiers**

Commissioner Cottiers expressed concern about Chief Sapp and Chairman Gerrity being mentioned in the discussion between Chief Tobin and Wayne Martin. Chairman Gerrity asked Laura Donaldson, District Attorney to advise the Board on discussing the ongoing investigation. Laura Donaldson recommended anytime an investigation is ongoing, the Board does not make comment. She advised the District has hired an outside Attorney, Lara Donlon, Human Resources Labor Relations expert to handle the investigation. *Commissioner Cottiers made a motion to place Fire Chief Sapp on administrative leave and make him part of the investigation. Commissioner Stedman seconded for discussion.* Open discussion with Commissioners regarding allegations that Wayne Martin made at last month's meeting. Laura Donaldson requested that the Board wait for the report. *Commissioner Stedman rescinded his second. The motion died for lack of a second.*

**D. AIW – Policy 1213 Post Employment Health Plan/Hanson Agreement – Fire Chief Sapp**

*Commissioner Cottiers motioned to approve the Agreement and Complete Release between Ms. Hanson and the District; and approve District Policy Number 1213 Post Employment Health Plan. Commissioner Stedman seconded. Motion passed unanimously 5-0.*

**E. Collective Bargaining Agreement (CBA) – Commissioner Duffy**

Commissioner Duffy discussed the Collective Bargaining Agreement on sending a letter to Local 2396 regarding Article 21, Article 24 on the 52 hour work week, FLSA and overtime hours should be based on these hours. Fire Chief Sapp explained he reached out to Attorney Laura Donlon to review and clarify this situation after she has completed her investigation assignment.

**F. Station 76 – Commissioner Duffy**

Commissioner Duffy discussed Station 76 and the lack of communication with North Collier Fire Rescue District with Fire Chief Sapp. Open discussion regarding North Collier Fire Rescue District agreement with EMS, and building Stations on the border of both districts. EMS Chief Tabatha Butcher stated there was communication in July and EMS is caught in the middle trying to be a good partner. Discussion ensued regarding whether the District should continue to pursue staffing Station 74. *Commissioner Duffy made motion to send letter to North Collier Fire District regarding lack of communication. Commissioner Stedman seconded. Commissioner Duffy rescinded the motion.*

**G. Strategic Planning – Commissioner Duffy**

Commissioner Duffy suggested holding a Strategic Planning Workshop meeting with Staff, Local 2396, and the Board of Commissioners. The Board gave direction to advertise a



**MINUTES  
GREATER NAPLES FIRE RESCUE DISTRICT  
BOARD OF FIRE COMMISSIONERS MEETING  
October 12, 2021**

Strategic Planning Workshop meeting that will be held before November 9<sup>th</sup>, 2021 Board meeting from 4:15 pm to 6:15 pm. The regular Board meeting start time will be moved to 6:15 p.m. Staff and Local 2396 will each bring five agenda items to be discussed.

**H. Public Comment Requests for items not on Agenda**

None

**I. Comments by Commissioners**

Commissioner Stedman expressed displeasure with how the Local 2396 Contract changes were handled. He wants a discussion along with analyzing items before approving next time. Commissioner Biondo wanted to know when everything for Station 25 was bought, and personnel information to man the station. Commissioner Biondo mentioned he is not opposed to working with EMS, but the District needs to do it better. Commissioner Cottiers agreed with Commissioners Stedman and Biondo that the District should have budgeted for Station 25. He also expressed a contract should not be signed without being reviewed by an attorney. Commissioner Gerrity explained the Union Attorney and Administration agreed it was correct. Commissioner Duffy has some concerns over the contract, and it is being looked into. Commissioner Gerrity explained Station 25 personnel and equipment was purchased by Chief Schuldt. Chief Butcher clarified Greater Naples did not contribute to the cost of Station 25 and there was no discussed timeline as to when the District would move in.

**IV. ADJOURNMENT**

*Commissioner Stedman made a motion to adjourn at 8:30 p.m. Commissioner Cottiers seconded. Motion passed unanimously 5-0, meeting adjourned.*

Duly passed with a vote of \_\_\_\_\_ to \_\_\_\_\_ and adopted in session on the 9<sup>th</sup> day November, 2021.

\_\_\_\_\_  
**Chairman Kevin Gerrity**

\_\_\_\_\_  
**Commissioner Al Duffy**

\_\_\_\_\_  
**Commissioner Charles Cottiers**

\_\_\_\_\_  
**Commissioner David Stedman**

\_\_\_\_\_  
**Commissioner Nick Biondo**