

IMMOKALEE FIRE CONTROL DISTRICT BOARD MEETING AGENDA

March 16, 2017

6:00 PM

- 1) Greet Public and Read Public Comment Statement
- 2) Call Meeting to Order (State date and time for the record)
- 3) Pledge of Allegiance and Invocation or Moment of Silence
- 4) Proof of Publication
- 5) Roll Call / Establish a Quorum
- 6) Approval of Agenda; Move, Remove, and/or Add Agenda Items
- 7) Consent Agenda
 - A. Treasurer's Report
 - B. Approval of the minutes of the following meetings:
 - (1) February 16, 2017 Regular Board Meeting
 - (2) March 2, 2017 Commission Workshop, Division Chief Rodgers Retirement
 - (3) March 2, 2017 Commission Workshop, Weapons Policy
 - (4) March 8, 2017 Special Closed Session for Collective Bargaining
 - C. Fire Marshal's Report
 - D. Deputy Chief's Report
 - E. Chief's Report
 - F. Status on Current Contracts
- 8) Attorney's Report
- 9) Union Report
- 10) Business of the District
 - A. Old Business
 1. Ratification of Article 25 of Collective Bargaining Agreement between IFCD and IAFF Local 4657
 - a) Public comment
 2. Ratification of Article 29 of Collective Bargaining Agreement between IFCD and IAFF Local 4657
 - a) Public comment
 3. Status of Fire Stations 31 and 32 Construction
 - a) Public comment
 4. Revisions to District Personnel Policies 301, 701, 709, and add new Policy 513
 - a) Public comment
 - B. New Business
 1. Bathroom for New Battalion Chief Position Bunk Room, construction
 - a. Public comment
 2. Remodel of Kitchen at Fire Station 30, construction
 - a. Public comment
- 11) Concerns of Commissioners
- 12) Public Comment; Limited to 3 minutes per person
- 13) Adjourn Meeting (State time for the Record)

Next Scheduled Meeting(s):

- Regular Board Meeting: April 20, 2016, 6 p.m.; Ave Maria Stewardship Development District, Ave Maria Master Association Office, 5076 Annunciation Circle, Suite 103, Ave Maria, Florida 34142

STATEMENT ON PUBLIC COMMENT DURING BOARD MEETINGS

Members of the public or groups wishing to comment on an agenda item or comment during the opportunity for public comment at the end of the meeting must fill out a request to comment form indicating the agenda item they wish to comment on and provide the completed form to District staff **at the beginning of the meeting.**

There is a time limit of 3 minutes for individuals. Groups or factions of 4 or more individuals must select a representative to speak on their behalf. There is a 10 minute time limit for representatives of groups.

The opportunity for public comment is not an opportunity to debate an issue with the Board, but simply to provide comments that the Board may take into consideration.

**IMMOKALEE FIRE CONTROL DISTRICT
BOARD OF FIRE COMMISSIONERS
2017 REGULAR MEETING SCHEDULE**

**The Board of Fire Commissioners of the Immokalee Fire Control District
will hold Regular Meetings at 6:00 p.m. on the following dates:**

January 12, 2017
February 16, 2017
March 16, 2017
April 20, 2017
May 25, 2017
June 15, 2017
July 20, 2017
August 17, 2017
September 21, 2017
October 19, 2017
November 16, 2017
December 14, 2017

Regular Meeting Location:

**IFCD Headquarters (Fire Station 30)
502 New Market Rd. E.
Immokalee, Florida 34142**

April and October Meeting location:

**Ave Maria Master Association Office
5076 Annunciation Circle, Suite 103
Ave Maria, Florida 34142**

Meetings are normally held on the third Thursday of each month, however may be rescheduled from time to time. A current schedule of meetings is available on the District's website at www.immfire.com

Meetings are open to the public and will be conducted in accordance with the provisions of Florida law. Copies of the Agenda for any of the meetings will be available seven (7) days prior to the date of the particular meeting and may be obtained by contacting the District Manager at (239) 657-2111. Meetings may be continued as found necessary to a time and place specified on the record.

If any person decides to appeal any decision made with respect to any matter considered at these meetings, such person will need a record of the proceedings and such person may need to insure that a verbatim record of the proceedings is made at his or her own expense and which record includes the testimony and evidence on which the appeal is based.

In accordance with the provisions of the Americans with Disabilities Act, any person requiring special accommodations or an interpreter to participate at any of these meetings should contact the District Manager at (239) 657-2111 at least seven (7) days prior to the date of the particular meeting.

Naples Daily News

Sales Rep: Ivonne Gori (N9103)

Phone: (239) 262-3161

Email: ivonna.gori@naplesnews.com

Account Information

Date: 12/20/16

Account Number: 532805 (N006756)

Company Name: IMMOKALEE FIRE CONTROL DISTR.

Contact Name:

Email: AValladras@immfire.com

Address: 502 E NEW MARKET ROAD, IMMOKALEE, FL, 34142-5001

Phone: (239) 657-2111

Fax: (239) 657-9489

Advertiser Information

This is a proof of your ad scheduled to run on the dates indicated below.

Please confirm placement prior to deadline by contacting your account rep at (239) 262-3161 .

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Tag Line: IMMOKALEE FIRE CONTROL DISTRICT BOAR

Start Date: 12/21/16

Stop Date: 12/21/16

Number of Times: 1

Class: 16180 - Notice

Publications: ND-Naples Daily News, ND-Internet-naplesnews.com

Ad Proof

I agree this ad is accurate and as ordered.

IMMOKALEE FIRE CONTROL DISTRICT BOARD OF FIRE COMMISSIONERS 2017 REGULAR MEETING SCHEDULE

The Board of Fire Commissioners of the Immokalee Fire Control District will hold Regular Meetings at 8:00 p.m. on the following dates:

- January 12, 2017
- February 16, 2017
- March 16, 2017
- April 20, 2017
- May 23, 2017
- June 15, 2017
- July 20, 2017
- August 17, 2017
- September 21, 2017
- October 19, 2017
- November 16, 2017
- December 14, 2017

Regular Meeting Location:

WCB Headquarters (Fire Station 300)
502 New Market Rd. E.
Immokalee, Florida 34142

April and October Meeting location:

Are Maria Musher Association Office
1000 Association Circle, South 200
Are Maria, Florida 34142

Meetings are normally held on the third Thursday of each month, however may be rescheduled from time to time. A current schedule of meetings is available on the District's website at www.immfire.com

Meetings are open to the public and will be conducted in accordance with the provisions of Florida law. Copies of the Agenda for any of the meetings will be available seven (7) days prior to the date of the particular meeting and may be obtained by contacting the District Manager at (239) 657-2111. Meetings may be continued as long as necessary by a time and place specified on the record.

If any person decides to appeal any decision made with respect to any matter considered in these meetings, such person may need a record of the proceedings and such person may need to insure that a verbatim record of the proceedings is made at his or her own expense and which record includes the testimony and evidence on which the appeal is based.

In accordance with the provisions of the Americans with Disabilities Act, any person receiving special accommodations or an interpreter to participate in any of these meetings should contact the District Manager at (239) 657-2111 at least seven (7) days prior to the date of the particular meeting.

December 21, 2016 Pg. 1411660

Thank you for your business. Our commitment to a quality product includes the advertising in our publications. As such, Gannett reserves the right to edit, rephrase, edit and refuse certain classified ads. Your satisfaction is important. If you notice errors in your ad, please notify the classified department immediately so that we can make corrections before the second print date. The number to call is 239-263-4700. Allowance may not be made for errors reported past the second print date. The Naples Daily News may not issue refunds for classified advertising purchased in a package rate; ads purchased on the open rate may be pro-rated for the remaining full days for which the ad did not run.

Classified Proof

Client	153361 - Immokalee Fire Control District	Phone	(239) 657-2111
Address	502 E New Market Rd Immokalee, FL., 34142	E-Mail	rlfmap30@earthlink.net
		Fax	
Order#	478759	Requested By	
Classification	5005 - Public Notice	PO #	
Start Date	12/22/2016	Created By	JLEVY
End Date	12/28/2016	Contract Date	12/20/2016, 11:28:53 am
Est. Date	8	Order Price	\$75.00
Publicatio(n)s	Immokalee Bulletin, newswazp.com - Florida	Tax 1	\$0.00
		Tax 2	\$0.00
		Total Net	\$75.00
		Payment	\$0.00

Sales Rep	4205 - Janet Levy	Phone	(302) 741-8297
		E-Mail	jlevy@newswazp.com
		Fax	(302) 741-8215

**IMMOKALEE FIRE CONTROL DISTRICT
BOARD OF FIRE COMMISSIONERS
2017 REGULAR MEETING SCHEDULE**

The Board of Fire Commissioners of the
Immokalee Fire Control District
will hold Regular Meetings at 5:00 pm on the following dates:

January 12, 2017
February 14, 2017
March 14, 2017
April 26, 2017
May 23, 2017
June 13, 2017
July 20, 2017
August 16, 2017
September 21, 2017
October 26, 2017
November 16, 2017
December 14, 2017

Regular Meeting Location:
IFCD Headquarters (Fire Station 30)
502 New Market Rd. E.
Immokalee, Florida 34142

April and October Meeting Location:
Ara Merit Member Association Office
8098 Association Circle, Suite 200
Ara Merit, Florida 34142

Meetings are normally held on the 2nd Tuesday of each month, however may be rescheduled from time to time. A current schedule of meetings is available on the District's website at www.ifcd.org.

Meetings are open to the public and will be conducted in accordance with the provisions of Florida law. Copies of the Agenda for any of the meetings will be available seven (7) days prior to the date of the particular meeting and may be obtained by contacting the District Manager at (239) 657-2111. Requests may be submitted as desired necessary to a time and place specified on the record.

If any person desires to appeal any decision made with respect to any matter considered at these meetings, such person will need a record of the proceedings and such person may request same from a voluntary record of the proceedings by such at his or her own expense and which record includes the testimony and evidence on which the appeal is based.

In accordance with the provisions of the Americans with Disabilities Act, any person requiring special accommodations or an interpreter in particular items of these meetings should contact the District Manager at (239) 657-2111 at least seven (7) days prior to the date of the particular meeting.

IMMOKALEE FIRE CONTROL DISTRICT
Profit & Loss Budget vs. Actual
October 1, 2016 through March 9, 2017

	Oct 1, '16 - ...	Budget	\$ Over Budget
Income			
300000 · REVENUE BALANCE FORWARD	0.00	1,648,566.00	-1,648,566.00
310000 · NEW REVENUE			
311000 · AD VALOREM TAXES - TOTAL	2,613,282.91	2,913,762.00	-300,479.09
311100 · AD VALOREM TAXES	0.00	5,000.00	-5,000.00
311200 · AD VALOREM TAXES-DEED SALES	93,145.96	0.00	93,145.96
311000 · AD VALOREM TAXES - TOTAL - Other			
Total 311000 · AD VALOREM TAXES - TOTAL	2,706,428.87	2,918,762.00	-212,333.13
325100 · SPEC ASSESSMENT - CAPITAL IMPR	0.00	0.00	0.00
325200 · NON-AD FIRE ASSESSMENT FEE	0.00	0.00	0.00
331200 · FED GRANT - PUBLIC SAFETY			
331201 · PUBLIC SFTY GRANT - SAFER 2011	0.00	0.00	0.00
331202 · PUBLIC SFTY GRANT - SAFER 2013	0.00	149,387.00	-149,387.00
331203 · PUBLIC SFTY GRANT - SAFER 2014	0.00	1,037,334.00	-1,037,334.00
331204 · PUBLIC SFTY GRANT - AFG 2015	0.00	228,099.00	-228,099.00
331200 · FED GRANT - PUBLIC SAFETY - Other	0.00	0.00	0.00
Total 331200 · FED GRANT - PUBLIC SAFETY	0.00	1,415,820.00	-1,415,820.00
331900 · OTHER FEDERAL GRANTS	0.00	0.00	0.00
333000 · FED PMT IN LIEU OF TAXES (PILT)			
333100 · FED PILT FARM WKRS VILLAGE	0.00	6,650.00	-6,650.00
333200 · FEDERAL PILT OTHER	0.00	0.00	0.00
333000 · FED PMT IN LIEU OF TAXES (PILT) - Other	0.00	0.00	0.00
Total 333000 · FED PMT IN LIEU OF TAXES (PILT)	0.00	6,650.00	-6,650.00
334200 · STATE GRANTS - PUBLIC SFTY			
334201 · STATE GRANT - SHSGP USAR	0.00	0.00	0.00
334202 · STATE GRANT - OTHER PUBLIC SFTY	0.00	9,050.00	-9,050.00
334200 · STATE GRANTS - PUBLIC SFTY - Other	0.00	0.00	0.00
Total 334200 · STATE GRANTS - PUBLIC SFTY	0.00	9,050.00	-9,050.00
334900 · STATE GRANT - OTHER GENERAL	0.00	0.00	0.00
335100 · HALF-CENT SALES TAX	0.00	0.00	0.00
335210 · STATE FIREFIGHTER SUPP COMP.	2,860.00	3,840.00	-680.00
335200 · STATE SHARING-OTHER PUB SFTY	0.00	0.00	0.00
335900 · STATE SHARING - OTHER	0.00	0.00	0.00
336000 · STATE PMT IN LIEU OF TAXES	0.00	0.00	0.00
337200 · LOCAL GOVT GRANT - PUBLIC SFTY	0.00	0.00	0.00
338000 · SHARED REV FR OTHER LOCAL GOV	0.00	0.00	0.00

IMMOKALEE FIRE CONTROL DISTRICT
Profit & Loss Budget vs. Actual
October 1, 2016 through March 9, 2017

	Oct 1, '16 - ...	Budget	\$ Over Budget
339000 · PILT - OTHER LOCAL GOVERNMENT			
339001 · PILT - SEMINOLE TRIBE CONTRACT	0.00	134,123.00	-134,123.00
339002 · PILT - COLLIER COUNTY	0.00	0.00	0.00
339003 · PILT - OTHER GOVERNMENT	0.00	0.00	0.00
339000 · PILT - OTHER LOCAL GOVERNMENT - Other	0.00	0.00	0.00
Total 339000 · PILT - OTHER LOCAL GOVERNMENT	0.00	134,123.00	-134,123.00
342000 · SVC CHG - FIRE PROTECTION - AMU			
342500 · SERVICE CHARGE - INSPECT FEES	0.00	0.00	0.00
342501 · INSPECTION FEES - IFCD	7,575.52	50,000.00	-42,424.48
342502 · PLAN REVIEW FEES	1,825.12	8,000.00	-6,174.88
342503 · INSPECTION FEES - New Constr	9,356.24	15,000.00	-5,643.76
342504 · PERMIT FEES	0.00	0.00	0.00
342500 · SERVICE CHARGE - INSPECT FEES - Other	0.00	0.00	0.00
Total 342500 · SERVICE CHARGE - INSPECT FEES	18,756.88	73,000.00	-54,243.12
342900 · PUBLIC SAFETY CHARGES & FEES			
342901 · USER FEES - FALSE ALARMS	0.00	3,000.00	-3,000.00
342902 · USER FEES - FIRES	0.00	3,500.00	-3,500.00
342903 · USER FEES - EMERGENCY SVCS	0.00	8,775.00	-8,775.00
342900 · PUBLIC SAFETY CHARGES & FEES - Other	0.00	0.00	0.00
Total 342900 · PUBLIC SAFETY CHARGES & FEES	0.00	15,275.00	-15,275.00
347400 · SPECIAL EVENT FEES			
351300 · FINES & JUDGMENTS - COUNTY CRT	0.00	0.00	0.00
354000 · FINES-LOCAL ORDINANCE VIOL	0.00	0.00	0.00
361100 · INTEREST INCOME	612.00	8,000.00	-7,388.00
362000 · RENTS & ROYALTIES INCOME			
362001 · RENT - STATION 31 - CCEMS	3,011.69	5,748.00	-2,736.31
362002 · RENT - STATION 30 - OTHER 1	0.00	0.00	0.00
362003 · RENT - STATION 30 - OTHER 2	0.00	0.00	0.00
362900 · RENT - OTHER	0.00	0.00	0.00
362900 · RENTS & ROYALTIES INCOME - Other	0.00	0.00	0.00
Total 362000 · RENTS & ROYALTIES INCOME	3,011.69	5,748.00	-2,736.31
364000 · DISPOSITION OF FIXED ASSETS	0.00	10,500.00	-10,500.00
365000 · SALE OF SURPLUS MATERIALS	0.00	2,500.00	-2,500.00
366000 · DONATIONS RECEIVED	0.00	100.00	-100.00
369300 · SETTLEMENTS	0.00	0.00	0.00
369900 · OTHER MISCELLANEOUS REVENUE			
369901 · RETIREE HEALTH INS REIMB	3,226.20	7,109.00	-3,882.80
369902 · OTHER MISC REVENUE	10,418.43	8,000.00	2,418.43
369900 · OTHER MISCELLANEOUS REVENUE - Other	600.64	0.00	600.64
Total 369900 · OTHER MISCELLANEOUS REVENUE	14,245.27	15,109.00	-863.73

IMMOKALEE FIRE CONTROL DISTRICT
Profit & Loss Budget vs. Actual
 October 1, 2016 through March 9, 2017

	Oct 1, '16 - ...	Budget	\$ Over Budget
382000 · CONTRIB FR ENTERPRISE OPS	0.00	0.00	0.00
310000 · NEW REVENUE - Other	0.00	0.00	0.00
Total 310000 · NEW REVENUE	2,745,834.71	4,618,477.00	-1,872,542.29
Total Income	2,745,834.71	6,267,043.00	-3,521,108.29
Expense			
510000 · PERSONNEL COST	0.00	0.00	0.00
511000 · SALARIES - ELECTED OFFICIALS			
512000 · SALARIES REGULAR TOTAL	0.00	0.00	0.00
512100 · SALARIES - OPS & SURPRESSION	391,709.17	916,350.00	-524,640.83
512200 · SALARIES - INSPECTIONS	27,575.88	62,696.00	-35,120.12
512300 · SALARIES - FY 2013 SAFER - Vol	19,901.09	44,139.00	-24,237.91
512400 · SALARIES - FY 2014 SAFER	224,682.18	523,423.00	-298,740.82
512000 · SALARIES REGULAR TOTAL - Other	0.00	0.00	0.00
Total 512000 · SALARIES REGULAR TOTAL	663,868.32	1,546,608.00	-882,739.68
513100 · SALARIES PART-TIME TOTAL			
513110 · SALARIES-PART-TIME-OPS & SUPR	6,684.03	41,783.00	-35,098.97
513120 · SALARIES - PART-TIME - INSPECT	0.00	16,000.00	-16,000.00
513100 · SALARIES PART-TIME TOTAL - Other	0.00	0.00	0.00
Total 513100 · SALARIES PART-TIME TOTAL	6,684.03	57,783.00	-51,098.97
513200 · SEPARATION PAY			
513210 · SEPARATION PAY - OPS & SUP	0.00	0.00	0.00
513220 · SEPARATION - INSPECTIONS	0.00	0.00	0.00
513200 · SEPARATION PAY - Other	0.00	0.00	0.00
Total 513200 · SEPARATION PAY	0.00	0.00	0.00
513300 · EMPLOYEE BONUSES			
513310 · EMPLOYEE BONUSES - OPS & SUP	0.00	0.00	0.00
513320 · EMPLOYEE BONUSES - INSPECTS	0.00	0.00	0.00
513330 · EMP BONUSES - FY 2013 SAFER	0.00	0.00	0.00
513340 · EMP BONUSES - FY 2014 SAFER	0.00	0.00	0.00
513300 · EMPLOYEE BONUSES - Other	0.00	0.00	0.00
Total 513300 · EMPLOYEE BONUSES	0.00	0.00	0.00
514100 · OVER TIME PAY - TOTAL			
514110 · OVER TIME PAY - REGULAR	51,860.46	41,873.00	9,987.46
514120 · OVER TIME PAY - INSPECTIONS	945.35	16,241.00	-15,295.65
514140 · OVERTIME TIME- SAFER 2014 GRANT	9,802.71	0.00	9,802.71
514100 · OVER TIME PAY - TOTAL - Other	0.00	0.00	0.00
Total 514100 · OVER TIME PAY - TOTAL	62,608.52	58,114.00	4,494.52

IMMOKALEE FIRE CONTROL DISTRICT
Profit & Loss Budget vs. Actual
 October 1, 2016 through March 9, 2017

	Oct 1, '16 - ...	Budget	\$ Over Budget
514200 · OVER TIME PAY - FLSA - TOTAL			
514210 · OVER TIME PAY - FLSA - REG	7,252.38	33,807.00	-26,554.62
514220 · OVER TIME PAY - FLSA - INSP	0.00	0.00	0.00
514230 · OT PAY-FLSA-2013 SAFER- Vol	0.00	0.00	0.00
514240 · OT PAY - FLSA - 2014 SAFER	26,187.38	27,567.00	-1,379.62
514200 · OVER TIME PAY - FLSA - TOTAL - Other	0.00	0.00	0.00
Total 514200 · OVER TIME PAY - FLSA - TOTAL	33,439.76	61,374.00	-27,934.24
515100 · INCENTIVE PAY TOTAL			
515110 · INCENTIVE PAY - REGULAR	0.00	122,090.00	-122,090.00
515120 · INCENTIVE PAY - INSPECTIONS	0.00	4,500.00	-4,500.00
515130 · INCENT PAY-FY 2013 SAFER-Vol	0.00	7,500.00	-7,500.00
515140 · INCENTIVE PAY - FY 2014 SAFER	0.00	67,750.00	-67,750.00
515100 · INCENTIVE PAY TOTAL - Other	0.00	0.00	0.00
Total 515100 · INCENTIVE PAY TOTAL	0.00	201,840.00	-201,840.00
515200 · HOLIDAY PAY TOTAL			
515210 · HOLIDAY PAY - REGULAR	24,727.69	27,370.00	-2,642.31
515220 · HOLIDAY PAY - INSPECTIONS	2,242.59	4,806.00	-2,563.41
515230 · HOLIDAY PAY-FY 2013 SAFER - Vol	1,268.65	2,281.00	-1,012.35
515240 · HOLIDAY PAY - FY 2014 SAFER	8,258.74	20,843.00	-12,584.26
515200 · HOLIDAY PAY TOTAL - Other	0.00	0.00	0.00
Total 515200 · HOLIDAY PAY TOTAL	36,497.67	55,300.00	-18,802.33
515300 · TOTAL STATE SUPP COMP			
515310 · STATE SUPP COMP- REGULAR	249.24	0.00	249.24
515320 · STATE SUPP COMP- INSPECTIONS	0.00	0.00	0.00
515330 · STATE SUPP COMP- SAFER GRANT 13	46.16	0.00	46.16
515300 · TOTAL STATE SUPP COMP - Other	0.00	0.00	0.00
Total 515300 · TOTAL STATE SUPP COMP	295.40	0.00	295.40
516000 · VACATION SELL BACK TOTAL			
516100 · VACATION SELL BACK - REGULAR	2,392.18	7,074.00	-4,681.82
516200 · VACATION SELL BACK - INSPECTS	0.00	1,939.00	-1,939.00
516000 · VACATION SELL BACK TOTAL - Other	0.00	0.00	0.00
Total 516000 · VACATION SELL BACK TOTAL	2,392.18	9,013.00	-6,620.82
517000 · SICK LEAVE SELL BACK TOTAL			
517100 · SICK LEAVE SELL BACK - REG	24,001.12	4,882.00	19,119.12
517200 · SICK LV SELL BACK - INSPECTS	0.00	554.00	-554.00
517000 · SICK LEAVE SELL BACK TOTAL - Other	0.00	0.00	0.00
Total 517000 · SICK LEAVE SELL BACK TOTAL	24,001.12	5,436.00	18,565.12

IMMOKALEE FIRE CONTROL DISTRICT
Profit & Loss Budget vs. Actual
 October 1, 2016 through March 9, 2017

	Oct 1, '16 - --	Budget	\$ Over Budget
521000 - FICA (SOC SEC/MEDICARE) TOTAL			
521100 - FICA - REGULAR	24,646.35	69,987.00	-65,340.65
521200 - FICA - INSPECTIONS	1,347.47	7,975.00	-6,627.53
521300 - FICA - FY 2013 SAFER - Vol	868.96	4,125.00	-3,156.04
521400 - FICA - FY 2014 SAFER	13,100.94	48,031.00	-34,930.06
521000 - FICA (SOC SEC/MEDICARE) TOTAL - Other	0.00	0.00	0.00
Total 521000 - FICA (SOC SEC/MEDICARE) TOTAL	40,063.72	150,118.00	-110,054.28
522000 - RETIREMENT TOTAL			
522100 - RETIREMENT - REGULAR	-11,910.79	250,173.00	-262,083.79
522200 - RETIREMENT - INSPECTIONS	-554.04	20,053.00	-20,607.04
522300 - RETIREMENT - FY 2013 SAFER - Vol	-379.95	12,263.00	-12,632.95
522400 - RETIREMENT - FY 2014 SAFER	-5,198.15	142,679.00	-147,878.16
522000 - RETIREMENT TOTAL - Other	241,316.51	0.00	241,316.51
Total 522000 - RETIREMENT TOTAL	223,272.58	425,158.00	-201,885.42
523000 - GROUP INSURANCE			
523100 - HEALTH INSURANCE			
523110 - Regular	131,114.87	287,682.00	-156,567.33
523120 - Inspections	6,306.26	14,901.00	-8,594.72
523130 - FY 2013 SAFER	8,413.36	19,114.00	-10,700.64
523140 - FY 2014 SAFER	77,220.63	171,715.00	-94,494.37
523150 - AFLAC INSURANCE	-2,728.22	0.00	-2,728.22
523100 - HEALTH INSURANCE - Other	0.00	0.00	0.00
Total 523100 - HEALTH INSURANCE	220,326.72	493,412.00	-273,085.28
523200 - DENTAL INSURANCE			
523210 - Regular	7,621.00	18,374.00	-10,753.00
523220 - Inspections	621.50	722.00	-100.50
523230 - FY 2013 SAFER	542.80	1,303.00	-760.20
523240 - FY 2014 SAFER	4,351.41	10,506.00	-6,154.59
523200 - DENTAL INSURANCE - Other	0.00	0.00	0.00
Total 523200 - DENTAL INSURANCE	13,136.71	30,905.00	-17,768.29
523300 - VISION INSURANCE			
523310 - Regular	1,964.63	4,727.00	-2,762.37
523320 - Inspections	159.05	188.00	-28.95
523330 - FY 2013 SAFER	139.55	335.00	-195.45
523340 - FY 2014 SAFER	1,125.37	2,688.00	-1,562.63
523300 - VISION INSURANCE - Other	0.00	0.00	0.00
Total 523300 - VISION INSURANCE	3,388.60	7,938.00	-4,549.40

IMMOKALEE FIRE CONTROL DISTRICT
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	Oct 1, '16 - ...	Budget	\$ Over Budget
523400 · LIFE INSURANCE			
523410 · Regular	851.76	2,190.00	-1,338.24
523420 · Inspections	50.70	122.00	-71.30
523430 · FY 2013 SAFER	50.70	122.00	-71.30
523440 · FY 2014 SAFER	790.92	1,825.00	-1,034.08
523400 · LIFE INSURANCE - Other	0.00	0.00	0.00
Total 523400 · LIFE INSURANCE	1,744.08	4,259.00	-2,514.92
523500 · AD&D INSURANCE			
523510 · Regular	302.40	6,434.00	-6,131.60
523520 · Inspections	18.00	199.00	-181.00
523530 · FY 2013 SAFER	18.00	199.00	-181.00
523540 · FY 2014 SAFER	280.80	2,982.00	-2,701.20
523500 · AD&D INSURANCE - Other	0.00	0.00	0.00
Total 523500 · AD&D INSURANCE	619.20	9,814.00	-9,194.80
523000 · GROUP INSURANCE - Other	0.00	0.00	0.00
Total 523000 · GROUP INSURANCE	238,215.31	546,328.00	-307,112.69
524000 · WORKERS' COMP TOTAL			
524100 · WKRS' COMP - REGULAR	27,122.32	51,522.00	-24,399.68
524200 · WKRS' COMP - INSPECTIONS	0.00	3,282.00	-3,282.00
524300 · WKRS' COMP - 2013 SAFER - VOL	0.00	2,459.00	-2,459.00
524400 · WKRS' COMP - FY 2014 SAFER	-399.98	28,653.00	-29,052.98
524000 · WORKERS' COMP TOTAL - Other	0.00	0.00	0.00
Total 524000 · WORKERS' COMP TOTAL	26,722.34	85,916.00	-59,193.66
525000 · UNEMPLOYMENT TOTAL			
525100 · UNEMPLOYMENT - REGULAR	6,945.42	0.00	6,945.42
525200 · UNEMPLOYMENT - INSPECTIONS	0.00	0.00	0.00
525300 · UNEMP - FY 2013 SAFER - VOL	0.00	0.00	0.00
525400 · UNEMPLOYMENT - FY 2014 SAFER	0.00	0.00	0.00
525000 · UNEMPLOYMENT TOTAL - Other	0.00	0.00	0.00
Total 525000 · UNEMPLOYMENT TOTAL	6,945.42	0.00	6,945.42
510000 · PERSONNEL COST - Other	0.00	0.00	0.00
Total 510000 · PERSONNEL COST	1,366,006.37	3,202,868.00	-1,836,861.63

IMMOKALEE FIRE CONTROL DISTRICT
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 October 1, 2016 through March 9, 2017

	Oct 1, '16 - ...	Budget	\$ Over Budget
530000 - OPERATING EXPENDITURES			
531100 - EMPLOYEE PHYSICALS TOTAL			
531110 - EMPLOYEE PHYSICALS - REGULAR	1,813.25	4,800.00	-2,986.75
531120 - EMPLOYEE PHYSICALS - INSPECTS	32.25	200.00	-167.75
531130 - EMP PHYS - FY 2013 SAFER - VOL	4,037.00	10,000.00	-5,963.00
531140 - EMP PHYSICALS - FY 2014 SAFER	516.00	960.00	-444.00
531100 - EMPLOYEE PHYSICALS TOTAL - Other	0.00	0.00	0.00
Total 531100 - EMPLOYEE PHYSICALS TOTAL	6,398.50	15,960.00	-9,561.50
531200 - LEGAL FEES			
531210 - LEGAL FEES - GENERAL COUNSEL	5,500.00	13,200.00	-7,700.00
531220 - LEGAL FEES - LABOR ATTORNEY	7,138.50	6,000.00	1,138.50
531200 - LEGAL FEES - Other	0.00	0.00	0.00
Total 531200 - LEGAL FEES	12,638.50	19,200.00	-6,561.50
531310 - PROPERTY APPRAISER			
531320 - TAX COLLECTOR	8,545.88	30,671.00	-22,125.32
531400 - PROFESSIONAL SERVICES	54,035.11	61,342.00	-7,246.89
531410 - Bank Service Charges	203.86	180.00	23.86
531421 - IT Consultant (TeamLogic IT)	847.50	5,250.00	-4,402.50
531422 - Smash Web Archiving Service	881.50	1,650.00	-868.50
531430 - Background Investigations	368.75	1,500.00	-1,131.25
531440 - ACA IRS Reporting - Adm Amer	240.50	540.00	-299.50
531451 - Quickbooks Software	0.00	94.00	-94.00
531452 - FireHouse RMS	7,029.00	7,030.00	-1.00
531453 - Target Sol Training Platform	4,705.00	6,120.00	-1,415.00
531454 - MobileEyes Inspection Software	2,837.00	2,750.00	87.00
531455 - NFPA Fire Code Subscription	0.00	1,305.00	-1,305.00
531456 - PlanIt Fire Software	0.00	0.00	0.00
531400 - PROFESSIONAL SERVICES - Other	0.00	0.00	0.00
Total 531400 - PROFESSIONAL SERVICES	16,813.11	26,419.00	-9,505.89
531500 - INSPECTIONS MOU			
531600 - SERVICES - CONSTR - TOTAL	0.00	0.00	0.00
531610 - SVCS - CONSTRUCTION - STN 30			
531611 - ARCHITECT - STATION 30	0.00	0.00	0.00
531612 - ENGINEER - STATION 30	0.00	0.00	0.00
531613 - BUILDER - STATION 30	0.00	0.00	0.00
531610 - SVCS - CONSTRUCTION - STN 30 - Other	0.00	0.00	0.00
Total 531610 - SVCS - CONSTRUCTION - STN 30	0.00	0.00	0.00

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	Oct 1, '16 - ...	Budget	\$ Over Budget
531620 · SVCS - CONSTRUCTION - STN 31			
531621 · ARCHITECT - STATION 31	0.00	0.00	0.00
531622 · ENGINEER - STATION 31	0.00	0.00	0.00
531623 · BUILDER - STATION 31	0.00	0.00	0.00
531620 · SVCS - CONSTRUCTION - STN 31 - Other	0.00	0.00	0.00
Total 531620 · SVCS - CONSTRUCTION - STN 31	0.00	0.00	0.00
531630 · SVCS - CONSTRUCTION - STN 32			
531631 · ARCHITECT - STATION 32	0.00	0.00	0.00
531632 · ENGINEER - STATION 32	0.00	0.00	0.00
531633 · BUILDER - STATION 32	0.00	0.00	0.00
531630 · SVCS - CONSTRUCTION - STN 32 - Other	0.00	0.00	0.00
Total 531630 · SVCS - CONSTRUCTION - STN 32	0.00	0.00	0.00
531640 · SVCS - CONSTRUCTION - OTHER			
531641 · ARCHITECT - OTHER	0.00	0.00	0.00
531642 · ENGINEER - OTHER	0.00	0.00	0.00
531643 · BUILDER - OTHER	0.00	0.00	0.00
531640 · SVCS - CONSTRUCTION - OTHER - Other	0.00	0.00	0.00
Total 531640 · SVCS - CONSTRUCTION - OTHER	0.00	0.00	0.00
531600 · SERVICES - CONSTR - TOTAL - Other	0.00	0.00	0.00
Total 531600 · SERVICES - CONSTR - TOTAL	0.00	0.00	0.00
532100 · AUDIT			
532200 · ACCOUNTANT	3,560.00	35,000.00	-31,440.00
534100 · CONTRACT SERVICES - PAYROLL	16,757.50	17,700.00	-942.50
534200 · CONTRACT SVCS - Logistics/IT	1,823.50	0.00	1,823.50
534300 · ADMIN MOU	6,030.00	11,700.00	-5,670.00
534400 · CONSULTANT - FIRE ASSESSMT FEE	0.00	0.00	0.00
540000 · TRAVEL AND PER DIEM TOTAL	0.00	20,000.00	-20,000.00
540100 · TRAVEL AND PER DIEM	3,042.51	3,166.00	-123.49
540200 · TRAVEL & PER DIEM - FIRE PREV	254.98	1,900.00	-1,645.02
540300 · TRAVEL & PER DIEM - ADMIN & BOC	0.00	7,480.00	-7,480.00
540000 · TRAVEL AND PER DIEM TOTAL - Other	0.00	0.00	0.00
Total 540000 · TRAVEL AND PER DIEM TOTAL	3,297.49	12,548.00	-9,250.51

IMMOKALEE FIRE CONTROL DISTRICT
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	Oct 1, '16 - ...	Budget	\$ Over Budget
541000 - COMMUNICATIONS			
541100 - TELEPHONE / INTERNET			
541110 - Comcast - Station 30	1,505.37	3,665.00	-2,179.63
541120 - Comcast - Station 31	649.00	1,675.00	-1,026.00
541130 - Comcast - Station 32	0.00	0.00	0.00
541160 - TELEPHONE / INTERNET - Other	0.00	0.00	0.00
Total 541100 - TELEPHONE / INTERNET	2,154.37	5,360.00	-3,205.63
541200 - CABLE TV			
541210 - Direct TV - Station 30	1,205.93	2,328.00	-1,122.07
541220 - Direct TV - Station 31	812.83	2,328.00	-1,515.17
541230 - Direct TV - Station 32	0.00	0.00	0.00
541200 - CABLE TV - Other	0.00	0.00	0.00
Total 541200 - CABLE TV	2,018.76	4,656.00	-2,637.24
541300 - OTHER			
541310 - Other - Station 30	0.00	0.00	0.00
541320 - Other - Station 31	0.00	0.00	0.00
541330 - Other - Station 32	0.00	0.00	0.00
541300 - OTHER - Other	0.00	0.00	0.00
Total 541300 - OTHER	0.00	0.00	0.00
541400 - VERIZON			
541000 - COMMUNICATIONS - Other	2,406.98	5,200.00	-2,793.02
	0.00	0.00	0.00
Total 541000 - COMMUNICATIONS	6,580.11	15,216.00	-8,635.89
542100 - POSTAGE			
542200 - SHIPPING	63.63	750.00	-686.37
543000 - UTILITIES	395.31	750.00	-354.69
543100 - ELECTRICAL POWER			
543110 - LCEC - Station 30	4,404.32	12,900.00	-8,495.68
543120 - LCEC - Station 31	1,683.60	4,900.00	-3,216.40
543130 - LCEC - Station 32	0.00	0.00	0.00
543100 - ELECTRICAL POWER - Other	0.00	0.00	0.00
Total 543100 - ELECTRICAL POWER	6,087.92	17,800.00	-11,712.08
543200 - WATER/SEWER			
543210 - Water/Sewer - Station 30	681.05	2,640.00	-1,958.95
543220 - Water/Sewer - Station 31	726.01	1,440.00	-713.99
543230 - Water/Sewer - Station 32	0.00	0.00	0.00
543200 - WATER/SEWER - Other	0.00	0.00	0.00
Total 543200 - WATER/SEWER	1,407.06	4,080.00	-2,672.94

IMMOKALEE FIRE CONTROL DISTRICT
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	Oct 1, '16 - --	Budget	\$ Over Budget
543400 - GARBAGE			
543410 - Garbage - Station 30	330.08	357.00	-26.92
543420 - Garbage - Station 31	330.08	357.00	-26.92
543430 - Garbage - Station 32	0.00	0.00	0.00
543400 - GARBAGE - Other	0.00	0.00	0.00
Total 543400 - GARBAGE	660.16	714.00	-53.84
543000 - UTILITIES - Other	0.00	0.00	0.00
Total 543000 - UTILITIES	8,155.14	22,594.00	-14,438.86
544000 - RENTALS AND LEASES	0.00	0.00	0.00
545000 - LIABILITY INSURANCE	13,108.00	54,974.00	-41,866.00
546100 - REPAIR & MAINT VEHICLE	45,286.29	40,000.00	5,286.29
546110 - R&M VEHICLE - OPS AND ADMIN	0.00	1,250.00	-1,250.00
546180 - R&M VEHICLE - INSPECTIONS	643.25	0.00	643.25
546100 - REPAIR & MAINT VEHICLE - Other			
Total 546100 - REPAIR & MAINT VEHICLE	45,929.54	41,250.00	4,679.54
546190 - CONTRACTED SERVICES - MECH	0.00	20,400.00	-20,400.00
546200 - REPAIR & MAINT EQUIP			
546201 - R&M F.F. & RESCUE EQUIP	7,285.51	12,000.00	-4,714.49
546202 - R&M CASCADE & AIR QUALTEST	250.40	2,500.00	-2,249.60
546203 - R&M Physio Control AED's	0.00	3,600.00	-3,600.00
546204 - R&M BUNKER GEAR	159.43	2,250.00	-2,090.57
546250 - R&M OFFICE EQUIPMENT	0.00	1,500.00	-1,500.00
546260 - R&M COPY MACHINE	273.66	5,160.00	-4,886.34
546270 - R&M COMPUTER	0.00	1,500.00	-1,500.00
546280 - R&M COMMUNICATIONS (RADIOS)	1,034.30	1,500.00	-465.70
546200 - REPAIR & MAINT EQUIP - Other	13.17	0.00	13.17
Total 546200 - REPAIR & MAINT EQUIP	9,016.47	30,010.00	-20,993.53
546300 - REPAIR & MAINT BLDG			
546310 - R&M - BLDG - Station 30	1,758.77	15,000.00	-13,241.23
546320 - R&M - BLDG - Station 31	2,107.23	5,000.00	-2,892.77
546330 - R&M - BLDG - Station 32	5.99	0.00	5.99
546300 - REPAIR & MAINT BLDG - Other	0.00	0.00	0.00
Total 546300 - REPAIR & MAINT BLDG	3,871.99	20,000.00	-16,128.01

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	Oct 1, '16 - --	Budget	\$ Over Budget
546400 · REPAIR & MAINT GENERATORS			
546410 · R&M - GENERATORS - STN 30	1,805.28	1,000.00	805.28
546420 · R&M - GENERATORS - STN 31	0.00	0.00	0.00
546430 · R&M - GENERATORS - STN 32	0.00	0.00	0.00
546400 · REPAIR & MAINT GENERATORS - Other	0.00	0.00	0.00
Total 546400 · REPAIR & MAINT GENERATORS	1,805.28	1,000.00	805.28
546500 · HVAC Maintenance			
546510 · R&M - HVAC - Station 30	0.00	535.00	-535.00
546520 · R&M - HVAC - Station 31	0.00	535.00	-535.00
546530 · R&M - HVAC - Station 32	0.00	0.00	0.00
546500 · HVAC Maintenance - Other	0.00	0.00	0.00
Total 546500 · HVAC Maintenance	0.00	1,070.00	-1,070.00
546600 · PEST CONTROL			
546610 · PEST CONTROL - Station 30	60.00	750.00	-690.00
546620 · PEST CONTROL - Station 31	60.00	375.00	-315.00
546630 · PEST CONTROL - Station 32	0.00	0.00	0.00
546600 · PEST CONTROL - Other	0.00	0.00	0.00
Total 546600 · PEST CONTROL	120.00	1,125.00	-1,005.00
546700 · LAWN CARE			
546710 · LAWN CARE - Station 30	372.50	750.00	-377.50
546720 · LAWN CARE - Station 31	372.50	750.00	-377.50
546730 · LAWN CARE - Station 32	0.00	0.00	0.00
546700 · LAWN CARE - Other	0.00	0.00	0.00
Total 546700 · LAWN CARE	745.00	1,500.00	-755.00
547000 · PRINTING AND BINDING			
548100 · LEGAL ADVERTISING	0.00	500.00	-500.00
548200 · FIRE PREVENTION	2,059.14	4,350.00	-2,290.86
548210 · PUBLIC EDUCATION	0.00	2,000.00	-2,000.00
548220 · EXPLORER PROGRAM	3,513.00	3,000.00	513.00
549100 · EMPLOYEE	39.08	3,000.00	-2,960.92
549200 · INTER-DEPARTMENTAL	0.00	500.00	-500.00
549300 · MISCELLANEOUS EXPENSE	0.00	500.00	-500.00
551000 · OFFICE SUPPLIES	178.10	1,500.00	-1,321.90
551100 · OFFICE SUPPLIES - GENERAL	2,085.18	3,000.00	-914.82
551200 · FIRE INSPECTION SUPPLIES	151.46	1,000.00	-848.54
551000 · OFFICE SUPPLIES - Other	0.00	0.00	0.00
Total 551000 · OFFICE SUPPLIES	2,236.64	4,000.00	-1,763.36
552110 · F.F. RESCUE SUPPLIES	1,099.01	0.00	1,099.01
552120 · SUPPLIES - OPERATING	2,203.17	4,000.00	-1,796.83

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	Oct 1, '16 - --	Budget	\$ Over Budget
552130 · MINOR EQUIPMENT			
552131 · MINOR EQUIPMENT - OPS & ADMIN	2,922.40	9,000.00	-6,077.60
552132 · MINOR EQUIP - INSPECTIONS	350.40	500.00	-149.60
552130 · MINOR EQUIPMENT - Other	0.00	0.00	0.00
Total 552130 · MINOR EQUIPMENT	3,272.80	9,500.00	-6,227.20
552140 · BUNKER GEAR SUPPLIES			
552141 · BNKR GEAR SUPPLIES- OPS & ADM	1,547.79	5,000.00	-3,452.21
552142 · BNKR GEAR SUPPLIES - INSPECT	0.00	2,500.00	-2,500.00
552143 · BNKR GEAR SUPPLIES - SAFER	251.99	15,000.00	-14,748.01
552140 · BUNKER GEAR SUPPLIES - Other	0.00	0.00	0.00
Total 552140 · BUNKER GEAR SUPPLIES	1,799.78	22,500.00	-20,700.22
552150 · STATION (JANITORIAL) SUPPLIES			
552151 · JANITORIAL SUPPLIES - 30	1,213.72	2,250.00	-1,036.28
552152 · JANITORIAL SUPPLIES - 31	1,015.01	1,800.00	-784.99
552153 · JANITORIAL SUPPLIES - 32	0.00	480.00	-480.00
552150 · STATION (JANITORIAL) SUPPLIES - Other	0.00	0.00	0.00
Total 552150 · STATION (JANITORIAL) SUPPLIES	2,228.73	4,530.00	-2,301.27
552160 · STATION (NON JANITORIAL) SUPPLIES			
552161 · NON-JANITORIAL SUPPLIES- 30	387.35	1,000.00	-632.65
552162 · NON-JANITORIAL SUPPLIES- 31	103.45	600.00	-496.55
552163 · NON-JANITORIAL SUPPLIES- 32	0.00	200.00	-200.00
552160 · STATION (NON JANITORIAL) - Other	0.00	0.00	0.00
Total 552160 · STATION (NON JANITORIAL) SUPPLIES	470.80	1,800.00	-1,329.20
552180 · FUEL & OIL			
552181 · FUEL & OIL - OPERATIONS	19,907.51	39,000.00	-19,092.49
552182 · FUEL & OIL - INSPECTIONS	714.40	2,500.00	-1,785.60
552180 · FUEL & OIL - Other	0.00	0.00	0.00
Total 552180 · FUEL & OIL	20,621.91	41,500.00	-20,878.09
552190 · TIRES & BATTERIES			
552191 · TIRES & BATTERIES - OPS	5,370.09	7,200.00	-1,829.91
552192 · TIRES & BATTERIES - INSPECTS	0.00	250.00	-250.00
552190 · TIRES & BATTERIES - Other	0.00	0.00	0.00
Total 552190 · TIRES & BATTERIES	5,370.09	7,450.00	-2,079.91

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	Oct 1, '16 --	Budget	\$ Over Budget
552200 · UNIFORMS			
552210 · UNIFORMS - OPERATIONS	6,638.56	20,200.00	-13,561.44
552220 · UNIFORMS - INSPECTIONS	0.00	400.00	-400.00
552230 · UNIFORMS - EXPLORER POST	651.92	2,400.00	-1,748.08
552200 · UNIFORMS - Other	0.00	0.00	0.00
Total 552200 · UNIFORMS	7,290.48	23,000.00	-15,709.52
552300 · PHYS. FITNESS EQUIPMENT			
552410 · COMPUTER EQUIPMENT	0.00	750.00	-750.00
552411 · COMPUTER EQUIPMENT - OPS	218.17	1,500.00	-1,281.83
552412 · COMPUTER EQUIPMENT - INSP	0.00	750.00	-750.00
552410 · COMPUTER EQUIPMENT - Other	0.00	0.00	0.00
Total 552410 · COMPUTER EQUIPMENT	218.17	2,250.00	-2,031.83
552420 · COMPUTER SOFTWARE & TRAINING			
552421 · COMP SOFTWR & TRAINING - OPS	2,087.00	6,000.00	-3,913.00
552422 · COMP SOFTWR & TRAINING - INSP	0.00	1,500.00	-1,500.00
552420 · COMPUTER SOFTWARE & TRAINING - Other	0.00	0.00	0.00
Total 552420 · COMPUTER SOFTWARE & TRAINING	2,087.00	7,500.00	-5,413.00
552430 · COMMUNICATION (RADIO)			
552440 · COMMUNICATION (PHONE)	0.00	1,500.00	-1,500.00
552500 · FURNITURE			
552510 · FURNITURE - STN 30	1,782.30	3,600.00	-1,817.70
552520 · FURNITURE - STN 31	0.00	0.00	0.00
552530 · FURNITURE - STN 32	0.00	0.00	0.00
552540 · FURNITURE - ADMIN	0.00	600.00	-600.00
552550 · FURNITURE - FIRE	0.00	0.00	0.00
552500 · FURNITURE - Other	0.00	0.00	0.00
Total 552500 · FURNITURE	1,782.30	4,200.00	-2,417.70
553000 · AP DISCOUNTS			
554100 · BOOKS & DUES	0.00	0.00	0.00
554110 · BOOKS & DUES - OPS/ADMIN	2,771.00	4,450.00	-1,679.00
554120 · BOOKS & DUES - INSPECTIONS	160.00	1,000.00	-840.00
554100 · BOOKS & DUES - Other	0.00	0.00	0.00
Total 554100 · BOOKS & DUES	2,931.00	5,450.00	-2,519.00

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	Oct 1, '16 - ...	Budget	\$ Over Budget
555000 · EDUCATION/TRAINING			
555100 · EDUC/TRAINING - OPS/ADMIN	6,021.17	20,000.00	-13,978.83
555200 · EDUC/TRAINING - FIRE PREVENTION	60.00	2,000.00	-1,940.00
555300 · EDUC/TRAINING-SAFER GRANT-2013	20.00	30,000.00	-29,980.00
555400 · EDUC/TRAINING - ADMIN AND BOC	525.00	6,300.00	-5,775.00
555500 · TRAINING SUPPLIES	2,037.30	4,000.00	-1,962.70
555000 · EDUCATION/TRAINING - Other	34.00	0.00	34.00
Total 555000 · EDUCATION/TRAINING	8,697.47	62,300.00	-53,602.53
559000 · PETC	0.00	0.00	0.00
530000 · OPERATING EXPENDITURES - Other	0.00	0.00	0.00
Total 530000 · OPERATING EXPENDITURES	287,968.53	679,759.00	-391,800.47
560000 · CAPITAL OUTLAY			
561000 · CAP OUTLAY - LAND	0.00	0.00	0.00
562000 · CAP OUTLAY - BUILDINGS	0.00	0.00	0.00
563000 · CAP OUTLAY - INFRA - OTHER	0.00	35,000.00	-35,000.00
564000 · CAP OUTLAY - MACH & EQUIP			
564100 · CAP OUTLAY - F.F / RESCUE EQUIP			
564110 · CAP OUT-F.F/RESCUE EQUIP - OPS	0.00	0.00	0.00
564170 · CAP OUT-F.F/RESCUE EQUIP - USAR	0.00	0.00	0.00
564180 · CAP OUT-F.F/RESCUE EQUIP-HazMat	0.00	0.00	0.00
564190 · CAP OUT-F.F/RESCUE EQUIP-INSP	0.00	0.00	0.00
564100 · CAP OUTLAY - F.F / RESCUE EQUIP - Other	474.20	0.00	474.20
Total 564100 · CAP OUTLAY - F.F / RESCUE EQUIP	474.20	0.00	474.20
564200 · CAP OUTLAY - COMM EQUIP			
564210 · CAP OUTLAY - COMM EQUIP - OPS	0.00	0.00	0.00
564270 · CAP OUTLAY - COMM EQUIP - USAR	0.00	0.00	0.00
564280 · CAP OUTLAY- COMM EQUIP- Haz-Mat	0.00	0.00	0.00
564290 · CAP OUTLAY - COMM EQUIP - INSP	0.00	0.00	0.00
564200 · CAP OUTLAY - COMM EQUIP - Other	3,174.00	3,500.00	-326.00
Total 564200 · CAP OUTLAY - COMM EQUIP	3,174.00	3,500.00	-326.00
564300 · CAP OUTLAY - FURNITURE/OFFICE			
564310 · CAP OUTLAY - FURN - OPS & ADMIN	0.00	0.00	0.00
564390 · CAP OUTLAY - FURN - INSPECT	0.00	0.00	0.00
564300 · CAP OUTLAY - FURNITURE/OFFICE - Other	0.00	0.00	0.00
Total 564300 · CAP OUTLAY - FURNITURE/OFFICE	0.00	0.00	0.00

IMMOKALEE FIRE CONTROL DISTRICT
Profit & Loss Budget vs. Actual
October 1, 2016 through March 9, 2017

	Oct 1, '16 - ..	Budget	\$ Over Budget
564400 · CAP OUTLAY - STATION EQUIP			
564410 · STA. EQUIP - OPS/ADMIN - STA 30	0.00	0.00	0.00
564420 · STA. EQUIP - OPS/ADMIN - STA 31	0.00	0.00	0.00
564430 · STA. EQUIP - OPS/ADMIN - STA 32	0.00	0.00	0.00
564470 · STATION EQUIP - SPEC OPS	0.00	0.00	0.00
564480 · STATION EQUIP - HAZ-MAT	0.00	0.00	0.00
564490 · STATION EQUIP - INSPECTIONS	0.00	0.00	0.00
564400 · CAP OUTLAY - STATION EQUIP - Other	0.00	0.00	0.00
Total 564400 · CAP OUTLAY - STATION EQUIP	0.00	0.00	0.00
564500 · CAP OUTLAY - COMPUTER EQUIP			
564510 · CAP OUT-COMP EQUIP-OPS/ADMIN	4,655.99	0.00	4,655.99
564570 · CAP OUT-COMP EQUIP-SPEC OPS	0.00	0.00	0.00
564580 · CAP OUT - COMP EQUIP-Haz-Mat	0.00	0.00	0.00
564590 · CAP OUT - COMP EQUIP - INSPECT	0.00	0.00	0.00
564500 · CAP OUTLAY - COMPUTER EQUIP - Other	0.00	5,500.00	-5,500.00
Total 564500 · CAP OUTLAY - COMPUTER EQUIP	4,655.99	5,500.00	-844.01
564600 · CAP OUTLAY - VEHICLES			
564610 · CAP OUT-VEHICLES-FIRE APPARATUS	0.00	0.00	0.00
564630 · CAP OUTLAY-VEHICLES-SPEC OPS	0.00	0.00	0.00
564640 · CAP OUTLAY - VEHICLES - Haz-Mat	0.00	0.00	0.00
564650 · CAP OUT-VEHICLES-STAFF-OPS/ADM	0.00	0.00	0.00
564680 · CAP OUT-VEHICLES-STAFF-INSPECT	0.00	0.00	0.00
564600 · CAP OUTLAY - VEHICLES - Other	0.00	0.00	0.00
Total 564600 · CAP OUTLAY - VEHICLES	0.00	0.00	0.00
564700 · CAP OUT - EQUIP - FIXED ASSETS			
564710 · CAP OUT- EQUIP - FIXED ASSETS	0.00	0.00	0.00
564770 · CAP OUT- EQUIP - FIXED - SP OPS	0.00	0.00	0.00
564780 · CAP OUT- EQUIP - FIXED - HAZMAT	0.00	0.00	0.00
564790 · CAP OUT- EQUIP - FIXED - INSP	0.00	0.00	0.00
564700 · CAP OUT - EQUIP - FIXED ASSETS - Other	0.00	252,008.00	-252,008.00
Total 564700 · CAP OUT - EQUIP - FIXED ASSETS	0.00	252,008.00	-252,008.00
564800 · CAP OUT-EQUIP, NON-FIXED ASSET			
564810 · CAP OUT- EQUIP, NON-FIXED - OPS	0.00	0.00	0.00
564870 · CAP OUT- NON-FIXED-SPEC OPS	0.00	0.00	0.00
564880 · CAP OUT- NON-FIXED HAZMAT EQUIP	0.00	0.00	0.00
564890 · CAP OUT- NON-FIXED INSP EQUIP	0.00	0.00	0.00
564800 · CAP OUT- EQUIP, NON-FIXED ASSET - Other	0.00	0.00	0.00
Total 564800 · CAP OUT- EQUIP, NON-FIXED ASSET	0.00	0.00	0.00

IMMOKALEE FIRE CONTROL DISTRICT
Profit & Loss Budget vs. Actual
October 1, 2016 through March 9, 2017

	Oct 1, '16 - ...	Budget	\$ Over Budget
564000 · CAP OUTLAY - MACH & EQUIP - Other	0.00	0.00	0.00
Total 564000 · CAP OUTLAY - MACH & EQUIP	8,304.19	261,008.00	-252,703.81
565000 · CAP OUTLAY - BLDG CONSTR	0.00	0.00	0.00
565100 · CAP OUT - BLDG CONSTR - OPS	0.00	0.00	0.00
565900 · CAP OUT - BLDG CONSTR - INSP	0.00	0.00	0.00
565000 · CAP OUTLAY - BLDG CONSTR - Other	0.00	546,261.00	-546,261.00
Total 565000 · CAP OUTLAY - BLDG CONSTR	0.00	546,261.00	-546,261.00
568000 · CAP OUTLAY - INTANGIBLE ASSETS	0.00	0.00	0.00
568100 · CAP OUT- INTANGIBLES- OPS/ADMIN	0.00	0.00	0.00
568900 · CAP OUT - INTANGIBLES - INSPECT	0.00	0.00	0.00
568000 · CAP OUTLAY - INTANGIBLE ASSETS - Other	0.00	0.00	0.00
Total 568000 · CAP OUTLAY - INTANGIBLE ASSETS	0.00	0.00	0.00
560000 · CAPITAL OUTLAY - Other	0.00	0.00	0.00
Total 560000 · CAPITAL OUTLAY	8,304.19	842,269.00	-833,964.81
580000 · GRANTS & AIDS	0.00	0.00	0.00
581000 · AIDS TO GOVERNMENT AGENCIES	0.00	0.00	0.00
582000 · AIDS TO PRIVATE ORGANIZATIONS	0.00	0.00	0.00
583000 · OTHER GRANTS AND AIDS	0.00	0.00	0.00
580000 · GRANTS & AIDS - Other	0.00	0.00	0.00
Total 580000 · GRANTS & AIDS	0.00	0.00	0.00
599000 · RESERVES	0.00	86,574.00	-86,574.00
599100 · CONTINGENCY UNASSIGNED	0.00	100,000.00	-100,000.00
599200 · RESERVE ASSIGNED FOR FLEET	0.00	318,157.00	-318,157.00
599300 · RESERVE FOR ACCRUED LIAB	0.00	50,000.00	-50,000.00
599400 · RESERVE ASSIGNED FOR DISASTER	0.00	151,502.00	-151,502.00
599500 · RESERVE ASSIGNED OPEB GASB	0.00	0.00	0.00
599600 · RESERVE ASSIGNED 800 RADIOS	0.00	835,794.00	-835,794.00
599700 · RESERVE FOR FY START-UP	0.00	0.00	0.00
599000 · RESERVES - Other	0.00	0.00	0.00
Total 599000 · RESERVES	0.00	1,542,027.00	-1,542,027.00
66000 · PAYROLL EXPENSES	30,088.55	0.00	30,088.55
66900 · Reconciliation Discrepancies	1.00	0.00	1.00
Total Expense	1,882,358.84	6,287,043.00	-4,574,684.36
Net Income	1,053,576.07	0.00	1,053,576.07

**Fire Commission Meeting
Immokalee Fire Control District
Board Meeting
February 16, 2017**

These Minutes are a summary of the meeting. Any further information can be obtained by the tape. The minutes will follow the order of the Agenda.

Present Commissioners: Goodnight, Brister, Keen and Olesky; Halman out sick. Chief Paul Anderson, Deputy Chief Michael Choate, Battalion Chief Robert Mendoza, Training Captain Paul Devan, Board Attorney Kenneth Thompson, Alma Valladares, Union members: Chris Spenser, 2nd Lt. Cody Rodgers, 2nd Lt. Justin Strickland

- 1) Greet Public and Read Public Comment Statement
- 2) Call Meeting to Order at 6:10pm by Commissioner Goodnight
- 3) Pledge of Allegiance and Invocation or Moment of Silence
- 4) Proof of Publication
- 5) Roll Call / Establish a Quorum by Alma Valladares
- 6) Approval of Agenda; Move, Remove, and/or Add Agenda Items
Commissioner Brister motioned to approve the Agenda and Commissioner Olesky seconded the motion. Motion carries unanimously.
- 7) Presentation of Certificate of Appreciation to Bill's Towing
Chief Anderson presented a certificate to Dean Salisbury for his service and allowing the guys to train at his facility.

8) Consent Agenda

- A. Treasurer's Report
- B. Approval of the minutes of the following meetings:
 - (1) January 12, 2017 Regular Board Meeting
 - (2) January 25, 2017 Special Closed session for Collective Bargaining
 - (3) February 8, 2017 Special Closed Session for Collective Bargaining
- C. Fire Marshal's Report
- D. Deputy Chief's Report
- E. Chief's Report
- F. Status on Current Contracts

Chris Soud mentioned that the conversion to quick books has been a major effort. He has to hand it to Tiffany Mendoza. Their goal is to back-off in March and have her take over.
Commissioner Brister motioned to approve the Consent Agenda and seconded by Commissioner Olesky. Motion carries unanimously.

9) Attorney's Report

Attorney Thompson mentioned that they are still waiting for the review from the State Fire Marshal's Office and that the weapons review was completed by Attorney Hill and provided to the Board.

10) Union Report

Chris Spenser, Union President wanted to ask if the workshop would be public meeting. Also, that it's better to have the trained fire fighters attend the calls without Chief Anderson micromanaging. Lt. Cody Rodgers would like to commend C Shift for delivering a baby and B Shift for saving a guy's life. Lt. Strickland and FF/EMT Greg Smith saved a guy's life.

11) Business of the District

A. Old Business

1. Ratification of Article 25 of Collective Bargaining Agreement between IFCD and IAFF Local 4657

Chief Anderson discussed with the board. Union requested item to be tabled until next month.

- a) Public comment

None

Commissioner Brister makes a motion to have the retro pay and Commissioner Keen seconded the motion. Motion carries unanimously.

2. Status of Fire Stations 31 and 32 Construction

Chief Anderson discussed with the board. He's working on a CDBG grant now due to the deadline being on 3/1/17. Commissioner Brister also mentioned that we need an answer soon so we can make a decision.

Leo Rodgers mentioned that he's retiring after 35 years of service. He is requesting for 15 weeks' pay and health insurance for he and his wife for 10 years. Chief Anderson mentioned for the board to consider his severance pay. We need a meeting to discuss this. Discussion that severance pay is not an option by state statute, but the District could retain him on the payroll for a time period at their discretion as long as there is work for him to do. Commissioner Goodnight makes a motion for Chief Anderson to bring back the numbers for the buyout and insurance.

- a. Public comment

None

Commissioner Brister makes a motion to have a workshop and Commissioner Olesky seconded the motion. Motion carries unanimously.

B. New Business

1. *Requested Opening of Collective Bargaining Agreement Article 29 (Request of Commissioners Keen and Brister)*

- a. Public comment

None

Commissioner Brister motions to open Article 29 and Commissioner Keen seconded the motion. Motion carries unanimously.

Chief Anderson mentioned to have a closed session with Union. The commissioners decided on March 8, 2017 at 1:30pm.

2. Approval of Purchase of Self Contained Breathing Apparatus

Chief Anderson discussed with the board. We will pay 10% of the \$25,179.

- a. Public comment

None

Commissioner Olesky motioned to approve purchase with our 10% out of our budget and Commissioner Brister seconded the motion. Motion carries unanimously

3. Approval of Purchase of Thermal Imaging Cameras

Chief Anderson discussed with the board.

- a. Public comment

None

Commissioner Olesky motions to approve to purchase of Thermal Imaging Cameras out of impact fees and Commissioner Brister seconded the motion. Motion carries unanimously.

2. Reschedule June Board meeting due to conflict with FASD Conference (June 8th or 22nd?)

Chief Anderson discussed with the board.

Commissioner Brister motions to approve June 22nd and Commissioner Olesky seconded the motion. Motion carries unanimously.

12) Concerns of Commissioners

Chief Anderson discussed with board for two dates for workshops. They came up with March 2nd at 1pm for Leo's pay and insurance and at 1:30 for the weapons policy. The closed meeting will be for the bargaining agreement will be on March 8th at 1:30pm.

13) Public Comment; Limited to 3 minutes per person

Battalion Chief Robert Mendoza would like to personally thank Leo Rodgers for his services and wishes him the best.

13) Adjourn Meeting at 7:29pm

Next Scheduled Meeting(s):

- Board Workshop: March 2, 2017, 1:00 pm, 502 New Market Rd E, Immokalee, FL 34142
- Board Workshop: March 2, 2017, 1:30 pm, 502 New Market Rd E, Immokalee, FL 34142
- Closed Session for Collective Bargaining: March 8, 2017, 1:30 pm, 502 New Market Rd E, Immokalee, FL 34142
- Regular Board Meeting: March 16, 2017, 6 p.m.; Immokalee Fire Station 30, 502 New Market Rd E, Immokalee, FL 34142

**Fire Commission Workshop
Immokalee Fire Control District
1st Board Workshop
March 2, 2017**

These Minutes are a summary of the meeting. Any further information can be obtained by the tape. The minutes will follow the order of the Agenda.

Present Commissioners: Goodnight, Brister, Keen and Olesky; Halman out sick. Chief Paul Anderson, Deputy Chief Michael Choate, Battalion Chief Tom Cunningham, Board Attorney Kenneth Thompson, Tiffany Mendoza. Alma Valladares, Union members: Chris Spenser, 2nd Lt. Cody Rodgers

- 1) Greet Public and Read Public Comment Statement
 - 2) Call Meeting to Order at 1:05pm by Commissioner Goodnight
 - 3) Pledge of Allegiance and Invocation or Moment of Silence
 - 4) Proof of Publication
 - 5) Roll Call / Establish a Quorum by Commissioner Goodnight
 - 6) Approval of Agenda; Move, Remove, and/or Add Agenda Items
Commissioner _____ approved the Agenda and Commissioner _____ seconded the motion. Motion carried unanimously.
 - 7) Business of the District
 - A. New Business
 1. Division Chief/Fire Marshal Rodgers retirement package request
Chief Anderson mentioned that he contacted FRS and they advised that Leo would have a full 25 years of service under FRS at the end of the first week of March, so Leo will not be short 15 weeks as he previously believed. Leo worked for 25 years; just wanted to ask if he can be kept on the payroll until at least April 1st to assist with the transition period for North Collier and FF Manning conducting all of the inspections in Immokalee until the Board decides if they want to replace the Fire Marshal position or continue to let North Collier handle it. He will still be available by phone, email, internet, etc. He spoke to Attorney Lara Donlon and she mentioned that doing it that way is legal and would simply be a business decision of the Board. Retiree health insurance for employees with at least 25 years of service was discussed. Chief Anderson advised the Board that there are currently three employees that would meet that criteria and would be eligible for it immediately. The Board discussed providing health insurance to retirees meeting that criteria for a specific period of time, after which the policy will be reviewed after we see what the changes in the federal health care laws are. The Board directed Chief Anderson to write a policy providing employee only health insurance (no spouse or dependents) for a period of three years or until they are eligible for Medicare, which is currently age 65.
 - 8) Public Comment; Limited to 3 minutes per person
None
 - 9) Adjourn Meeting at 1:45pm
- Next Scheduled Meeting(s):
- Board Closed Session for Collective Bargaining, March 8, 2017, 1:30 p.m.; Immokalee Fire Station 30, 502 New Market Rd E, Immokalee, FL 34142
 - Regular Board Meeting, March 16, 2017, 6:00 p.m.; Immokalee Fire Station 30, 502 New Market Rd E, Immokalee, FL 34142

**Fire Commission Workshop
Immokalee Fire Control District
2nd Board Workshop
March 2, 2017**

These Minutes are a summary of the meeting. Any further information can be obtained by the tape. The minutes will follow the order of the Agenda.

Present Commissioners: Goodnight, Brister, Keen and Olesky; Halman out sick. Chief Paul Anderson, Deputy Chief Michael Choate, Battalion Chief Tom Cunningham, Board Attorney Kenneth Thompson, Tiffany Mendoza. Alma Valladares, Jay Roth, Union members: Chris Spenser, 2nd Lt. Cody Rodgers

- 1) Greet Public and Read Public Comment Statement
- 2) Call Meeting to Order at 1:59pm
- 3) Pledge of Allegiance and Invocation or Moment of Silence
Already conducted at prior workshop
- 4) Proof of Publication
- 5) Roll Call / Establish a Quorum
Quorum established
- 6) Approval of Agenda; Move, Remove, and/or Add Agenda Items
Commissioner Brister approved the Agenda and Commissioner Olesky seconded. Motion carries unanimously.
- 7) Business of the District
 - A. New Business
 1. Weapons in the Workplace Policy
Chief Anderson discussed with the board. Commissioner Brister would like to ban weapons in workplace, building and company vehicles. Commissioner Keen and Olesky agree but Commissioner Goodnight doesn't agree. Board directed Chief Anderson to bring proposed policy as written to the March 16 regular Board meeting for approval.
- 8) Public Comment; Limited to 3 minutes per person
None
- 9) Adjourn Meeting at 2:30pm

Next Scheduled Meeting(s):

- Board Closed Session for Collective Bargaining, March 8, 2017, 1:30 p.m.; Immokalee Fire Station 30, 502 New Market Rd E, Immokalee, FL 34142
- Regular Board Meeting, March 16, 2017, 6:00 p.m.; Immokalee Fire Station 30, 502 New Market Rd E, Immokalee, FL 34142

**IMMOKALEE FIRE CONTROL DISTRICT
BOARD OF FIRE COMMISSIONERS CLOSED SESSION
COLLECTIVE BARGAINING
MINUTES**

March 8, 2017

1:30 PM

**NOTE: THIS IS A CLOSED SESSION FOR COLLECTIVE BARGAINING NOT OPEN TO THE
PUBLIC PER FLORIDA SUNSHINE LAW**

- 1) Call Meeting to Order (State date and time for the record)
Meeting called to order by Chair Goodnight at 1:40 pm
- 2) Proof of Publication
Prof of publication posted at entrance to building and on website
- 3) Establish a Quorum
All Commissioners present; also present Fire Chief Anderson and Secretary Valladares
- 4) Approval of Agenda
Agenda approved
- 5) Business of the District
 - A. Collective Bargaining/Contract Negotiations; CBA Article 25
Commissioners discussed Article 25 and that any further delays on the union side just negatively impact those awaiting the pay, including the remaining 2% for their promotions. Board directed Chief to maintain proposal from last workshop, as the union has not requested a meeting with District staff to request anything different. Board agreed that revisions to Article 25 as proposed by the Board should be voted on and accepted by the Board at the March 16, 2017 regular Commission meeting and then it is up to the union if they want to sign off on that proposal. At least the Board is doing their part to move this item forward and get the Firefighters their pay.
 - B. Collective Bargaining/Contract Negotiations; CBA Article 29
Commissioners discussed Article 29 proposal for new incentive pay to be retroactive back to October 1, 2016. Board agreed to ratify proposed revision to Article 29 at the March 16, 2017 regular Commission meeting and then it is up to the union if they want to sign off on that proposal. At least the Board is doing their part to move this item forward and get the Firefighters their pay. This proposal would be effective if agreed by the union and signed off by the union prior to the April 20, 2017 regular Commission meeting; if not signed by the union prior to the April meeting, the Board will no longer agree to the proposal and will not agree to the incentive pay being retroactive.
- 6) Adjourn Meeting (State time for the Record)
Meeting adjourned at 3:05 pm

Next Scheduled Meeting(s):

- **Regular Board Meeting: March 16, 2017, 6 pm; Immokalee Fire Control District Station 30, 502 New Market Rd. E, Immokalee , FL 34142**

Inspection Volume

3/10/2017 4:08:56 PM

Filters:

- Inspection Source: **Internal Department Only**
- Start Date: **2/1/2017 12:00:00 AM**
- End Date: **2/28/2017 11:59:59 PM**
- Inspector: **-all-**
- Occupancy Type: **-all-**
- IFC Occupant Class: **-all-**
- Occupancy Number: **-all-**
- Zip Code: **-all-**
- Address: **-all-**
- Street Name: **-all-**
- Inspection Type: **-all Fire Safety types-**
- Section Number: **-all-**

Volume by Inspector

Inspector	# of Inspections ¹	Violations Cited	Occupant Sq. Ft.
Rodgers, Leo			
BTR Inspection ^{FS}	5		8,524
NC - 610 Penetration Protection ^{FS}	1		5,200
NC - 618 Smoke/Heat Detectors ^{FS}	2		2,738
NC - 629 Emergency Lighting ^{FS}	1		2,500
NC - 641 Final Fire ^{FS}	4		10,438
Re-inspect ^{FS}	2		5,280
Annual (1)			
BTR Inspection (1)			
Total 2 ³			
Total	15	6	34,680

Totals

Inspector	# of Inspections ¹	Violations Cited	Violations Cleared ²	Violations Remaining	Occupant Sq. Ft.
BTR Inspection ^{FS}	5				8,524
NC - 610 Penetration Protection ^{FS}	1				5,200
NC - 618 Smoke/Heat Detectors ^{FS}	2				2,738
NC - 629 Emergency Lighting ^{FS}	1				2,500
NC - 641 Final Fire ^{FS}	4				10,438
Re-inspect ^{FS}	2				5,280
Total⁵	15	6	1	5	34,680

¹This is actually a count for the inspection type. A single inspection with two types will total as two not one.

²Cleared violations from re-inspections outside the date range ARE included if initial inspection falls within date range.

³One re-inspection can encompass multiple inspection types - this is why the re-inspection type-specific total is frequently greater than the # of inspections.

^{FS}Fire Safety Inspection.

⁵Filtering out portal inspections can cause violations cited to be less than violations cleared (violation cited count comes from both department and portal inspections, while violations cleared only come from department inspections).

Invoices Billed/Collected Details

3/10/2017 4:12:02 PM

Filters:

- Billed: Invoice Start Date: 2/1/2017 12:00:00 AM
- Billed: Invoice End Date: 2/28/2017 11:59:59 PM
- Collected: Line item paid Start Date: 2/1/2017 12:00:00 AM
- Collected: Line item paid End Date: 2/28/2017 11:59:59 PM
- Inspector: -all-
- Section Number: -all-
- Invoice Type: Both
- Include uncommitted: No
- Occupancy Number: -all-
- Zip Code: -all-
- Location: -all-
- Inspection Type: -all-

Billed by Inspector

Inspector, Pre-Bill	Count	Billed	
Flow Test ²	4	\$400.00	(Pre-bill or non-linked invoice)
New Construction Fees ²	1	\$5,816.60	(Pre-bill or non-linked invoice)
Plan Review	1	\$232.33	(Pre-bill or non-linked invoice)
Inspector Subtotal	6	\$6,448.93	
Rodgers, Leo	Count	Billed	
BTR Inspection	4	\$0.00	
Business Tax Receipt Fire Safety Inspection ²	4	\$300.00	
NC - 629 Emergency Lighting	1	\$0.00	
NC - 641 Final Fire	1	\$0.00	
Time Specific Inspection ²	1	\$75.00	
Inspector Subtotal	11	\$375.00	

Billed Totals

BTR Inspection	4	\$0.00	
Business Tax Receipt Fire Safety Inspection ²	4	\$300.00	
NC - 629 Emergency Lighting	1	\$0.00	
NC - 641 Final Fire	1	\$0.00	
Time Specific Inspection ²	1	\$75.00	
Flow Test ²	4	\$400.00	(Pre-bill or non-linked invoice)
New Construction Fees ²	1	\$5,816.60	(Pre-bill or non-linked invoice)
Plan Review	1	\$232.33	(Pre-bill or non-linked invoice)
Total	17	\$6,823.93	

Collected by Inspector (Voided invoices excluded)

Inspector, Pre-Bill	Count	Collected	
Flow Test ²	4	\$400.00	(Pre-bill or non-linked invoice)
New Construction Fees ²	1	\$5,816.60	(Pre-bill or non-linked invoice)
Overpayment	1	\$232.33	(Pre-bill or non-linked invoice)

Inspector Subtotal w/o write-offs	6	\$6,448.93
Write-offs	0	\$0.00
Inspector Subtotal	6	\$6,448.93

Rodgers, Leo	Count	Collected
BTR Inspection	4	\$0.00
Business Tax Receipt Fire Safety Inspection ²	4	\$300.00
NC - 629 Emergency Lighting	1	\$0.00
NC - 641 Final Fire	1	\$0.00
Time Specific Inspection ²	1	\$75.00
Inspector Subtotal w/o write-offs	11	\$375.00
Write-offs	0	\$0.00
Inspector Subtotal	11	\$375.00

Collected Totals (Voided invoices excluded)

BTR Inspection	4	\$0.00	
Business Tax Receipt Fire Safety Inspection ²	4	\$300.00	
NC - 629 Emergency Lighting	1	\$0.00	
NC - 641 Final Fire	1	\$0.00	
Time Specific Inspection ²	1	\$75.00	
Flow Test ²	4	\$400.00	(Pre-bill or non-linked invoice)
New Construction Fees ²	1	\$5,816.60	(Pre-bill or non-linked invoice)
Overpayment	1	\$232.33	(Pre-bill or non-linked invoice)
Subtotal w/o write-offs	17	\$6,823.93	
Write-offs		\$0.00	
Total	17	\$6,823.93	

¹Indicates text that has been cropped for display purposes and carriage returns replaced with "/".

²Indicates a standard template category. Actual line item text may vary.

Feb-17

IMMOKALEE FIRE APPLICATION FEES	#	COLLECTED
FIRE - Application - TENT	1	\$ 50.00
FIRE Application - Alarms Monitoring	1	\$ 100.00
FIRE Application - Architectural	8	\$ 3,269.07
FIRE Application - Sprinkler System	1	\$ 50.00
TTLS	11	\$ 3,469.07

IMMOKALEE FIRE REVIEW FEES	#	COLLECTED
FIRE Review Fee - Underground Fire Line	1	\$ 224.40
FIRE Review Minimum Fee	1	\$ 100.00
FIRE Second Correction	2	\$ 150.00
FIRE Third Correction	1	\$ 125.00
Fire Code Review - ARC	1	\$ 150.00
Fire Code Review - Insubstantial Change to Site Plan	2	\$ 200.00
Fire Code Review - Plans and Plat	1	\$ 100.00
Fire Code Review - Site Development Plan Amendment	1	\$ 150.00
TTLS	10	\$ 1,199.40

IMMOKALEE FIRE INSPECTION FEES	#	COLLECTED
FIRE Inspection - Underground Fire Lines	1	\$ 1,222.00
FIRE Inspection Add/Alt - Commercial	22	\$ 7,324.90
FIRE Inspection Minimum Fee - (not otherwise noted)	3	\$ 200.00
FIRE Inspection Tent	1	\$ 100.00
TTLS	27	\$ 8,846.90
		\$ 13,515.37

IMMOKALEE IMPACT FEES	#	COLLECTED
Fire Impact Fee - Immokalee - Non Res	0	\$ -
Fire Impact Fee - Immokalee - Res	28	\$63,406.53
TTLS	28	\$ 63,406.53

STATUS REPORT: FEBRUARY, 2017
Michael J. Choate, Deputy Fire Chief

Completed Projects

- **Processed 9 Recent Graduates into a Part Time firefighter Status**
- **Transition from LaBelle CPA to Internal Quickbooks Payroll**
- **Skid Unit with Water Tank for New (Refurbished) Brush Truck Arrived**
- **IFCD 5 Year Capital Improvement Plan Completed (Pending Staff Meeting)**
- **IFCD Comprehensive 5 Year Capital Improvement Strategic Plan (Pending Staff Meeting)**
- **Annual Physicals Completed for all Employees**
- **ID and Website Pictures Taken (Missed a Couple of Commissioners!!!) :-/**

On Going Projects

- **Employee Disciplinary Investigations**
- **Worker Compensation Claims**
- **Asset Inventory**
- **Drafting a Ride Along Policy/SOG**
- **Service Award Policy/SOG**
- **Ladder and Aerial Testing**
- **Working to Standardize all Medical Equipment Throughout Entire Department**
- **Station-30 Bay Extension/Addition (Denied, Set back Issues with Permitting)**
- **Station-30 Battalion Chief Bathroom (Denied, Need Engineered Drawings)**
- **Station-30 Parking Lot Resurfacing (Contractor Coordination)**
- **Station-30 Complete Kitchen/Dining Room Remodel (Quote in Progress)**
- **Station-32 Parking lot and surrounding areas Resurfacing (Ave Maria)**
- **New Hire Employment Standards Contract (Ken Thompson)**
- **Online Uniform Store (Each Employee will have to ability to order with Allowance)**
- **Graphics Change on Tower, T-32 to T-30**
- **Small Unmanned Aircraft (Drone) SOG**
- **Active Shooter Training and County Wide Uniform SOG**
- **Response to Mass Violence Events SOG**
- **Collier County Fire District's/Departments Operating Plan with Division of Forestry**
- **Annual Health Check/Physical Strategic Plan**
- **Fire Prevention Company Inspection Form and SOG (On Hold)**

Purchases/Quotes

- **Medical Equipment Research and Purchase**
- **37 Complete Scott Airpacks (Purchased)**
- **4 Thermal Imaging Cameras (Purchased)**
- **4 - 4 Gas Monitors (Purchased)**
- **100 Gallons of AFFF Foam (Purchased)**
- **Body Armor Purchase, "Piggy Back" from North Collier – 8 Complete Sets (Quoted)**
- **Water Rescue Gear – 5 Complete Sets with Instructor Set (Quoted)**
- **UTV Wildland/Patient Transport Vehicle Quote/Spec with Trailer**

- **Multiple Tools Appliance Quotes Missing from Apparatus**
- **Awning/Shelter for Tower-32**

Meetings Attended

- **02/01 – UTV Conference Call with ASAP**
- **02/01 – Monthly Shift Meeting with LT's and B.C.**
- **02/02 – Contract Negotiations with E-Board**
- **02/03 – Coffee with Kelly at Del-Webb**
- **02/06 – Conference Call with FF Out on Workers Comp**
- **02/08 – MES Meeting for Uniform Store**
- **02/08 – Closed Session with IFCD Board**
- **02/09 – CI for Headsets in Apparatus**
- **02/09 – Captain DeVan about PT and Volunteers (Part-1)**
- **02/10 – New Hire Interview Panel with Avon Park FD**
- **02/13 – Captain DeVan about PT and Volunteers (Part-2) New Processes**
- **02/13 – Employee Disciplinary Hearing (Morning)**
- **02/13 – Employee Disciplinary Hearing (Afternoon)**
- **02/14 – My Physical Fitness Test**
- **02/14 – Fire Marshal, Strategic Planning**
- **02/14 – South Florida State College**
- **02/15 – North Collier Prevention/Inspection Services**
- **02/16 – Operations Group Meeting**
- **02/16 – Communications Group Meeting**
- **02/16 – DC Tony Camps, EMS**
- **02/16 – IFCD Board Meeting**
- **02/17 – Fire Ninja Vest Company**
- **02/21 – Chief Ricardo North Collier**
- **02/22 - Channel Innovations (Complete Air Services)**
- **02/27 – Breakfast Meeting with All Three Battalion Chief's**
- **02/27 – Community Safety Team Meeting**

Training

- **02/02 – Training and Quality Assurance Committee Meeting**
- **02/15 – Wildland Urban-Interface Workshop**
- **02/16 – Structure Fire Critique with A-Shift**
- **02/28 – Collier County Training and Exercise Working Group**

Other Notables

- **Monitoring Closely the interlocal agreement with North Collier for our Fleet Maintenance... (Very Happy with Outcomes so far)**
- **“Do you Have What it Takes?” Volunteer Firefighter Recruitment**
- **Working Closely with North Collier and Greater Naples to Unify FF Training**
- **Working to Overhaul All Information Technology..... (Jason)**

CHIEF'S REPORT AND UPDATE
FIRE CHIEF PAUL ANDERSON, JR.

March 9, 2016

Commissioners:

I want to begin by once again extending my appreciation to each and every one of you for the opportunity to be Fire Chief of the Immokalee Fire Control District. It is truly an honor and a privilege. I have had another extremely busy month, requiring extensive hours of work.

I have attended the following group meetings in the last month:

- Monthly IFCD Commission meeting
- IFCD Commission Workshops X 2
- Rotary Club of Immokalee
- Immokalee CRA Meeting
- Immokalee MSTU Meeting
- Chamber of Commerce meeting
- Chamber of Commerce Board meeting
- Ave Maria Stewardship District Board meeting
- Closed session with Commission for collective bargaining
- Collier County Fire Chiefs Association meeting
- Ave Maria Merchant's Association meeting
- Celebrate Immokalee Festival Committee meetings X 3
- *(Collier County Public Safety Chiefs meeting cancelled)*

I have also attended the following additional meetings:

- Meeting with LaBelle CPA; financial software & process, budget, accounts payable
- Meet with insurance agent X2
- Telephone conferences between IFCD staff and ESI staff and owner (old payroll vendor)
- Meet with Builder Reference Additional Bay Construction, Station 30
- Meet with County Growth Management reference bay construction at Fire Station 30
- Meet with County staff reference CDBG application process X 2
- Meet with contractor reference repaving Station 30 parking lot
- Meet with property owners reference property for central fire station X 4
- Employee inquiry meetings
- Meetings reference new and revised SOG's and Policies
- Telephone Conferences with Attorneys X 4
- Meeting with FD Attorney X 2
- Meeting with Attorney hired to review allegations
- Meetings reference Air Pack Grant purchase
- Meeting with Fire Marshal X 2
- Meeting with North Collier reference Fire Prevention and Fire Marshal services
- Meeting with Mechanic ref fleet and facilities maintenance
- Meeting with Training Captain ref Volunteer Program
- Multiple meetings with Deputy Fire Chief
- Meetings with individual Commissioners
- Meetings with individual members of the organization as time permits

**CHIEF'S REPORT AND UPDATE
FIRE CHIEF PAUL ANDERSON, JR.**

March 9, 2016

I have completed the following training/classes:

- **Managing Discipline Challenges in the Fire Service, February 21 – 22, Miami**
- **Plant scheduling and staffing software training**

I plan to attend the following training sessions:

- **FASD Legislative Week, March 20 – 23**
- **FDIC International, April 26 - 29**
- **Fair Labor Standards Act Seminar, May 9 – 11**
- **FASD Conference, June 12 – 15**

IFCD Units and personnel have attended the following community events:

- **Public Fire Education with numerous elementary school and Pre-K classes**
- **Fire Station Tours at Station 30 and Station 31**
- **Warmest Winter Ever, Ave Maria**
- **Blues, Brews, and Bar-B-Q, Ave Maria**
- **Ciclovia Immokalee**
- **BalGas Customer Appreciation Day**
- **Coalition of Immokalee Workers**
- **Fire extinguisher classes for local businesses**
- **CPR For Citizen Classes**

I have attended the following community events representing IFCD:

- **Immokalee Economic Accelerator Ground Breaking**

Personnel have completed the following training:

- **Post Blast Investigation class (BC Mendoza and Engineer Manning)**
- **Managing Discipline Issues in the Fire Service (Chief Anderson & BC Bauer)**
- **USAR Trench Rescue annual training**
- **Emergency Vehicle Operator's Course (EVOC, driver training)**
- **New Firefighter Orientation (part-time and Volunteer personnel)**
- **Various personnel have attended classes and training at local fire academies**
- **DC Choate is in the Emergency Services Leadership Institute, a program in organizational management through Florida State University; completed session in Government Relations and Public Policy**
- **Battalions and Admin training on scheduling/staffing software**
- **Monthly Explorer/Cadet Training**
- **Personnel are completing the weekly in-service training each week, both fire and EMS**
- **PGIT Safety Classes on-line**
- **EMT Recertification CEU's**
- **EMS Skills review**
- **Reserve and Volunteer Firefighter training**
- **Florida Firefighter I certification class for new Volunteers, on-line portion in process**

**CHIEF'S REPORT AND UPDATE
FIRE CHIEF PAUL ANDERSON, JR.**

March 9, 2016

The following training classes will be scheduled to be offered here in Immokalee:

- Aerial Apparatus Operations, March 13 – 16
- Scott Air Pack training, March 28 – 30
- USAR Vehicle and Machinery Rescue training, April 24 – 28
- Structural Firefighting training in acquired structures at farmworker's Village, TBD
- Apparatus Operator and Hydraulics (Pump Operator) classes, TBD
- Air Monitoring for Hazardous Materials, TBD (grant funded through LEPC)
- Chemical Suicide Awareness and Response training, TBD (grant funded through LEPC)
- Clandestine Drug Lab Response, TBD (application submitted for LEPC Grant funds)
- Hazardous Materials Technician, TBD (application submitted for LEPC Grant funds)
- Confined Space Rescue Technician, TBD (application submitted for LEPC Grant funds)

The following community events are scheduled:

- Ave Maria Artisan Market, Tuesdays 10am – 3pm, January 3 – April 25
- Ave Maria Live Music in Town Center, Thursdays 1pm – 4pm, January 12 – April 27
- Ave Maria Family Fun Fridays, February 24, March 31, April 28, 4pm – 6pm
- Ave Maria University Ballroom Concert, March 16th
- NOAA/National Weather Service Open House, March 18, 11691 SW 17th St, Miami, FL 33165
- Celebrate Immokalee Festival, Roberts Ranch, March 24 – 26
- Ave Maria Land Shark Luau, March 25 11am – 3:30pm
- UF/IFAS Immokalee Open House, March 29th, 10am – 2 pm; lunch served 11am – 1pm
- CPR Demonstration, Pinecrest Eeementary School, April 1
- Lipman Run For backpacks 5K, April 2nd, IHS Football Stadium
- Viva Immokalee, April 30th, Airport Park
- Immokalee FCD Explorer/Cadet Post meetings are scheduled for the 2nd and 4th Thursday of each month, 6 pm, Fire Station 30
- (wannaGOFAST Exotic Auto Racing Event, previously scheduled for March 25 – 26 at the Immokalee Airport, has been cancelled)

There is an Immokalee CRA and MSTU County Commission Workshop scheduled for Tuesday, April 4th, 9 am at the County Commission Chambers in Naples.

Personnel completed the NFPA 1583 physical fitness assessments provided by our District physician and his staff. Improvements have been seen since prior years.

I have been in contact with an office furniture company that provides complete office relocation and set-up services for companies that at times will relocate a company and provide all new office furniture at their new location, then donate the furniture from their previous location to public safety organizations. I have arranged or IFCD to receive 30 office guest chairs for use in the Commission meeting room for the audience as well as our administrative offices, along with some book shelves and a few office desk chairs. I will be obtaining a U-Haul van from our local U-Haul dealer and sending one of our light duty people to Orlando to pick up the furniture within the next week or so.

CHIEF'S REPORT AND UPDATE
FIRE CHIEF PAUL ANDERSON, JR.

March 9, 2016

I will be applying for a \$5,000 matching funds grant through a program funded and managed by our Workers Compensation insurance carrier, PGIT, to offset the District's share of the federal Assistance to Firefighters Grant that provided \$226,800 in federal funding towards a total purchase of \$252,000 for replacement of all of our self-contained breathing apparatus (SCBA, or Air Packs). The District's 10% share of the SCBA purchase is included in this year's budget.

I had meetings with County staff regarding the CDBG application process and I submitted a Community Development Block Grant (CDBG) application for purchase of property for a new central fire station as well as or design of the building. I plan to submit another application next year to request funds towards the construction of the building, as well as an application for the purchase of a ladder truck to replace Ladder 30 that has been out of service for some time.

County Commissioner McDaniels is still working on our request for a percentage distribution of the revenue from the Gaming Compact between the State of Florida and the Seminole Tribe specific to the Immokalee casino. I am also still waiting for more information from County Commissioner McDaniels regarding the property for Fire Station 32 in Ave Maria regarding splitting the property ownership between IFCD and the County and both the County and IFCD accepting the property in exchange for credits on future Impact Fees. I will be scheduling a meeting with Commissioner McDaniels in the next two weeks to discuss both of these topics.

I have a meeting scheduled with our non-ad valorem fire assessment fee consultants on Thursday, March 23rd, while I am in Tallahassee for the FASD Legislative Forum. We will be reviewing what data we still need to get to better evaluate the different methodologies of assessing non-ad valorem fees.

I have sent several e-mails requesting a meeting with the Seminole Tribe Fire Chief and the Tribe's Public Safety Director regarding an inter-local agreement for back-up fire response on the reservation as well as a mutual aid agreement. I am still waiting to hear back from them on their availability.

Staff and I have continued to work with the staff of LaBelle CPA regarding our financial processes, budget, accounts payable, and payroll. We have fully taken accounts payable and payroll back in-house, including the payroll related payments to FRS and IRS, with some technical support still provided by Labelle CPA, which will continue to diminish over the next month. The process is going very well and should result in Labelle CPA just continuing to provide bank account reconciliation

The contractors have been selected for adding an entire additional bay to the south side of Station 30 to accommodate the Tower-Ladder and Owen-Ames-Kimball has submitted the plans to Collier County Growth Management for review. The project is currently in the permitting process with Collier County. Repaving of the parking lot will be scheduled to coincide with completion of the apparatus bay construction.

CHIEF'S REPORT AND UPDATE
FIRE CHIEF PAUL ANDERSON, JR.

March 9, 2016

The Fire District finally received notice from PERC that North Collier IAFF Local 2297 filed paperwork with the state to be recognized as the bargaining agent in place of Immokalee Professional Firefighters IAFF Local 4657. Although union officials have been advising staff and the Board for months that the paperwork had been filed, the paperwork was in fact only filed on February 22, 2017.

On January 30th I requested that the union provide a copy of any paperwork that they had filed with the state as well as documentation that a majority of the members of Local 4657 voted to be represented by Local 2297, however I have not had a response to that request as of March 9th (over five weeks). On February 27th, after receiving notice from the state of the filing with PERC, I sent a request to the union requesting copies of the documents that they filed with the state as well as repeated the request of January 30th for information sufficient to confirm that a majority of the membership voted to be represented by North Collier, however I have not had a response to that request as of March 9th either (almost two weeks). When a petition is filed for an amendment to a bargaining unit certification, the state requires the petitioner to acknowledge that the employer has been provided a copy of the petition, for the petitioner to provide information sufficient to confirm that the entire membership was adequately and properly notified of the proposed certification amendment, the date, time, and location of the vote, and that the entire membership was provided adequate opportunity to discuss the proposed amendment prior to the vote. Neither Local 4657 nor Local 2297 provided a copy of the petition and any accompanying documentation to the District prior to filing the petition or on the same day of filing the petition, and to this date (March 9th, two weeks) still has not provided a copy to the District.

I contacted PERC myself and requested a copy of the petition that was filed. The Deputy Clerk at PERC indicated that what was filed was simply a two-page letter from Local 2297, not a document in legal format, however PERC did accept it and has appointed a hearing officer. The letter filed by Local 2297 indicates that "the job descriptions on file from each unit mirror each other as recorded in PERC records." If that is referring to the job descriptions for the employment positions included in the bargaining unit, such as Firefighter, Lieutenant, etc., that statement is absolutely not true. The IFCD job descriptions are not the same as the North Collier job descriptions. The document also does not provide information sufficient to confirm that the pre-requisites to the filing are in compliance.

It is also interesting to note that the letter included with their petition to PERC (last page) that they indicate was provided to the District as notice to the District regarding the merger and the vote is a totally different letter than what was actually provided to the District in person at the Board meeting by Cody Rodgers. Copies of both the letter that Local 2297 submitted to PERC and a copy of the letter that was actually provided to the District are included with my report.

I have continued to work extra hours every week in an effort to accomplish everything that needs to be accomplished, averaging 58 hours per week for the month of February. I have an additional 29 hours so far in the first 9 days of March. This was due to continuing to work with the union and commission on the collective bargaining agreement, research and work on grants, public records requests, historical payroll data, research from accusations, meeting with

**CHIEF'S REPORT AND UPDATE
FIRE CHIEF PAUL ANDERSON, JR.**

March 9, 2016

our attorney and labor attorney, dealing with payroll and W-2 issues from the previous payroll vendor, and dealing with personnel issues. In an effort to spend some time with my family, I am planning to take off the afternoons of Friday March 17th and Friday March 30th, as well as all day March 31st and April 6th and 7th.

In closing, I would like to say that I have enjoyed working with the men and women of Immokalee Fire Control District the past four years and I look forward to a long and successful road ahead for the entire District.

If you have any questions or concerns, please do not hesitate to contact me either at the office or on my cell phone, 239-980-0210.

Paul Anderson, Jr., Fire Chief



Immokalee Fire Control District

502 New Market Road East, Immokalee, FL. 34142

Board of Fire Commissioners



Action Item Worksheet

Agenda Item: 7.F.	Prepared by:	P. Anderson
Subject: Status of Current Contracts	Date Prepared:	2017-02-23
Meeting Date: 2017-03-16		

BACKGROUND: Status of contracts in place between IFCD and various other government entities and vendors.

Current contracts with expiration dates are as follows;

- (1) Heavy Equipment Repair Services, Mechanic Services, expired June 15, 2016; **month-month until work is caught up, after which need for continuation of contract will be reviewed.**
- (2) Breathing Air System contract month-to-month; **will be contacting three vendors that service Florida to negotiate new contract.**
- (3) Website and Social Media Site Archiving Service contract expires May 30, 2017
- (4) Employee Physical Examination NFPA 1582 & 1583 contract expires Sept. 30, 2017
- (5) Mabry Brothers, Generator Maintenance, expires September 30, 2017, automatic renewal
- (6) Lawn Maintenance agreement expires September 30, 2017, automatic renewal
- (7) On-Line Training service contract expires September 30, 2017, automatic renewal
- (8) Copy Machine contract expires October 31, 2017
- (9) Architect, Engineer, and Builder contracts expire November 30, 2017
- (10) ACA Health Insurance Reporting to IRS, Admin America, expires December 22, 2017
- (11) User Fee Billing contract automatically renewed for 1 year; expires December 31, 2017
- (12) Accountant and Finance Services assistance contract with Labelle CPA expires 12/31/17
- (13) Fire Assessment Fee Consultant contract expires January 13, 2018
- (14) GFI Archiver E-Mail Archive Service expires February 12, 2018
- (15) Scheduling Software "PlanIt Fire" expires February 23, 2018, automatic 1-year renewal
- (16) Financial Auditor contract expires September 30, 2019

FUNDING SOURCE / FINANCIAL IMPACT: Funding source is various line items in General and Impact Fee funds.

RECOMMENDATION: This item is primarily for informational purposes only. Any item that a Commissioner wishes to discuss may be pulled from the consent agenda.

POTENTIAL MOTION: No motion necessary at this time; Board direction only.



Immokalee Fire Control District

502 New Market Road East, Immokalee, FL. 34142

Board of Fire Commissioners

Action Item Worksheet



Agenda Item: 10.A.1.

Prepared by:

P. Anderson

Subject: Ratification of Revisions to CBA Article 25, Rate of Pay

Date Prepared: 2017-03-09

Meeting Date: 2017-03-16

BACKGROUND: Local 4657 E-Board members and District staff have had meetings to discuss various topics. One topic of discussion brought up by the Local was ride-up pay, also known as Working out of Classification Pay (WOC Pay). This is a common benefit provided in many fire service CBA's. We had discussions regarding ride-up pay during negotiations for the previous contract revisions that were just ratified last month, however it was agreed that it could possibly be a subject of future negotiations, but not included in this year's revisions. The primary reason being that the job descriptions for all of the new positions that employees have been promoted into included the duty of "riding up" in the absence of the normally assigned individual in the next higher rank. These included 1st Lieutenant riding up as the Shift Commander and Engineer riding up as Company Officer. In the case of the individuals who have been promoted into the Engineer positions, those individuals were not provided a job description upon being offered the position and therefore did not sign the job description acknowledging that they were aware that riding up was going to be one of their responsibilities included in the pay raise they received for being promoted to Engineer, although it was discussed verbally with the union E-Board during negotiations as well as various members of the organization prior to the promotions taking place.

The recent resignations of two tenured employees have resulted in a savings to the District in salaries and benefits. Local 4657 and the District mutually agreed to open Article 25, Rates of Pay, for collective bargaining, at the January regular Board meeting and to utilize the savings indicated above to fund WOC pay now, rather than waiting until negotiations open during the budget process for next fiscal year's budget.

During negotiations, staff recommended a set hourly rate for "WOC Pay" for each level of "riding up" to the next higher rank. The union proposed a standard rate of \$1.00 per hour regardless of the position in which the member is acting in. As we will be 39% into the budget year by the time of ratification of this article, there appears to be sufficient funds to cover the WOC Pay at the union-requested \$1.00 per hour. The total cost as originally proposed for an entire year would have been estimated at \$13,622. The cost for an entire year at the requested \$1.00 per hour would be \$24,402 for next fiscal year. The \$1.00 per hour rate would be easier to handle financially and in payroll, as well as easier to budget. Once the vacant Engineer positions are filled, the WOC program will result in a savings in overall overtime pay expenditures, which should offset the extra \$10,780 that the standing proposal will cost.

There was a good amount of discussion relating to a Firefighter working out of class as an Engineer in both the Labor/Management negotiations and the closed commission session as it relates to the job description of a Firefighter, which addresses in multiple areas that part of the job of a Firefighter is to drive and operate fire apparatus, equipment, and pumps. The proposal on the District side is that only Firefighters who have completed the Apparatus Driver/Operator and state Engineer programs, as well as have been checked off to drive and pump apparatus, would be eligible for WOC Pay. Other Firefighters not meeting that criteria would not receive

WOC Pay, as they would simply be doing their job as outlined in their job description. It was agreed that members trained and/or certified as Driver/Operators would be placed in WOC positions first before those who do not possess that training or certification.

A discrepancy that was discovered in Section 25.2 – Pay Adjustment for Promotions was also discussed during the open negotiations for Article 25. That discrepancy in promotion pay is centered on the difference between some promoted members receiving an increase to base pay of the new pay grade and some receiving a 5% increase, which currently is split, with the promoted member receiving 3% upon promotion and the balance after completion of their promotional probationary period. The problem is that those going to the base of the new pay grade do not receive a split increase, they get the entire increase upon promotion. This has resulted in members promoted to 2nd Lt. without first being promoted to Engineer who previous to promotion were making the same hourly rate as someone just promoted to Engineer, making the same hourly rate after promotion as the newly promoted Engineer, even though he is now that person's supervisor. The fix for this is to provide an additional 5% increase to those promoted to 2nd Lt. who skipped the rank of Engineer. The only other issue related to this is that if someone promoted to Lt. who would not have been eligible to first be promoted to Engineer because they did not possess the required classes may be considered to not be eligible for the extra 5%, because they could not have promoted to Engineer first. I have already discussed the fix for that with the union as well, which I plan to look at doing in the next round of contract negotiations in the FY 2017-2018 budget. That would be to eliminate the rank of 2nd Lt. and simply make all of the company officers the same rank of Lieutenant at that higher pay grade. We may be able to accomplish that in October. Until then, it is my recommendation to provide an extra 5% pay increase to only those 2nd Lt's who would have been eligible to promote to Engineer first. Correcting this discrepancy would also include giving all employees who have been promoted with a split pay increase the 2% balance of their pay increase now instead of waiting for them to complete their probationary period.

Although the District has been notified of the intent of Local 4657 to merge with North Collier Professional Firefighters and Paramedics Local 2297, the District has received no notification from the State of Florida indicating that Local 2297 is recognized as the bargaining agent for Immokalee employees. Therefore, the proposed CBA revisions would be negotiated with, and ratified under, the current CBA between IFCD and The Professional Firefighters of Immokalee, Local 4657 IAFF.

FUNDING SOURCE / FINANCIAL IMPACT: Funding source would be funds budgeted in the FY 2016-2017 General Fund budget. Financial Impact would be offset by the savings from the funds budgeted for the two employees that resigned (\$12,000), plus Incentive Pay savings from two Probationary employees that are no longer with us and were replaced with new employees not yet eligible for Incentive Pay (\$4,500), for a net savings of approximately \$16,500. I do need to advise the Board that due to injured Firefighters unable to return to full duty for an undetermined amount of time and requiring replacement on shift by personnel on overtime, we have already expended 64% of our overtime budget while having completed only 25% of the budget year, which could leave us approximately \$30,000 over budget in Overtime by the end of the fiscal year. This may be offset by reallocating funds budgeted for Part-Time Salaries, of which we have only spent approximately 10% during the first 25% of the fiscal year,

approximately \$8,000 under budget so far in the budget year, with a potential additional savings of at least \$4,000, for a total of \$12,000 available to reallocate out of PT salaries, for a net estimate that we could be over budget in overtime by only \$1,500.

There is also an estimated savings of approximately \$7,500 in Incentive Pay due to ratification of the union contract being delayed, resulting in a net budget savings of \$6,000. However, Local 4657 also requested, and the Board agreed, that Article 29 (Incentive Pay) be opened for negotiations to make some Incentive Pay changes be retroactive back to October 1st, which if agreed upon by the Board would make that \$6,000 no longer available.

Financial Impact of the proposal would be as follows:

WORKING OUT OF CLASSIFICATION PAY

Firefighter working out of class as a Driver/Engineer, \$1.00 per hour, \$13,708

Engineer working out of class as a Company Officer (taking place of Lt), \$1.00 per hour, \$3,216

Lieutenant working out of class as a Shift Commander, \$1.00 per hour, \$1,152

Estimated cost of program for balance of fiscal year would be approximately \$15,007

Estimated cost of program for next fiscal year would be approximately \$24,402

BALANCE OF PAY INCREASE

Estimate for remainder of fiscal year, \$5,282

ADDITIONAL 5% PAY INCREASE FOR MEMBERS PROMOTED TO 2ND LIEUTENANT WITHOUT FIRST BEING PROMOTED TO ENGINEER

Estimate for remainder of fiscal year, only those eligible to promote to Engineer, \$4,017

Estimate for remainder of fiscal year, all those promoted to 2nd Lt. W/O Engineer First, \$7,264

RECOMMENDATION: I recommend approval of Working out of Classification Pay for all positions in which the employee “riding up” is qualified and has been checked off for that higher rank position. I recommend providing the balance of the 5% pay increase (2%) to all employees who had their pay increase split and have not yet received the remaining 2%. I recommend providing an additional 5% pay increase to only those employees who would have been eligible to test for and promote to Engineer first due to possessing all of the prerequisites.

Total estimated cost for the balance of this fiscal year with the recommendations above and if the savings in Incentive Pay is still available would be \$18,306. Without the Incentive Pay savings the cost would be approximately \$24,306.

The Board discussed to move forward on the Board’s part with approval of the revisions in an attempt to get the Firefighters their pay as soon as possible instead of waiting for the union to have another meeting, which would further delay ratification of this Article.

The revised Article 25 as proposed by the District is enclosed for potential approval.

POTENTIAL MOTION: I motion to approve the revisions to Article 25 of the CBA as proposed by the Board of Commissioners.

Article 25

Rates of Pay

Section 25.1 – Classification/Pay Grade Schedule

The starting annual salary for future-hired employees for the position of Full-Time Firefighter effective upon ratification of this Agreement shall be \$ 32,497.92.

Classification	FLSA Status	Grade	Annual Range	Hourly Range
Firefighter	Salaried Non-Exempt	16	\$30,954.56 - \$50,785.28	\$10.63 – \$17.44
Firefighter/EMT	Salaried Non-Exempt	17	\$32,497.92 - \$52,940.16	\$11.16 – \$19.09
Fire Engineer	Salaried Non-Exempt	18	\$34,128.64 - \$55,590.08	\$11.72 – \$20.05
Fire 2 nd Lieutenant	Salaried Non-Exempt	19	\$35,846.72 - \$58,385.60	\$12.31 – \$20.05
Fire Lieutenant	Salaried Non-Exempt	21	\$39,486.72 - \$64,326.08	\$13.56 – \$22.09
Fire Lieutenant/EMT	Salaried Non-Exempt	22	\$41,437.76 - \$67,500.16	\$14.23 – \$23.18

Section 25.2 – Pay Adjustment

The pay adjustment for promotions will be increase to minimum of pay grade or 5%, whichever is greater.

~~If the increase was 5%, employee will receive 3% upon promotion, with the remaining 2% increase upon satisfactory completion of promotion probationary period.~~

Employees who received a split percentage increase per previous language, and have not yet received the 2% balance of their pay increase, will receive that remaining 2% upon ratification of the revisions to this Article. There will be no retroactive pay for the 2% balance; it will be effective the pay period in which ratification of the revisions to this Article occurs.

Section 25.3 – Acting Out of Classification Pay

At times when an employee is designated by the Shift Commander or Chief Officer for a temporary assignment on shift to replace an employee in a higher classification and perform work in that higher classification (next higher rank), the employee shall receive a separate differential of \$1.00 per hour for all full one-hour increments worked in the higher classification. Designations in a higher classification for partial hours shall not receive the differential. The employee “working out of classification” must be eligible and approved by the Fire Chief or his designee to temporarily work in the classification assigned in order to be eligible for the Working out of Classification Pay.



Immokalee Fire Control District

502 New Market Road East, Immokalee, FL. 34142

Board of Fire Commissioners



Action Item Worksheet

Agenda Item: 10.A.2.

Prepared by:

P. Anderson

Subject: Opening of CBA Article 29 for Collective Bargaining

Date Prepared: 2017-03-09

Meeting Date: 2017-03-16

BACKGROUND: Local 4657 E-Board members and District staff have had meetings to discuss various topics. One topic of discussion brought up by the Local was the Incentive Pay changes in the revised contract being retroactive back to October 1st, as the CBA was not actually ratified by both parties until December 15th, although no provisions for retroactive pay was included in the contract that was signed by both parties. One aspect of this request is that District Policy requires that employees wishing to receive Incentive Pay submit a request for that Incentive Pay along with proof of eligibility, after which they would begin receiving the Incentive Pay within three pay periods after submitting the request. As of the date of our meeting with the E-Board (December 28th, 13 days after ratification of the contract), we had not received any requests for additional, revised, or new Incentive Pay. Another aspect of this request that deserves some review is the new Special Operations Incentive Pay category. Several members of the organization were already receiving USAR Incentive Pay in the previous contract at \$750. USAR was moved to the newly created Special Ops category and increased to \$1,500. The union brought up a valid point that those individuals had already previously submitted requests for USAR pay and were already approved to receive it, so they should not be required to submit a second request simply because it was moved to a different category. I agree with that and have already processed the paperwork to increase their USAR incentive pay from \$750 to \$1,500 effective December 18th, the first day of the pay period following ratification of the CBA, including retroactive pay back to October 1st.

The funds for the revised Incentive Pay program were budgeted to begin being paid October 2nd. If the request for retroactive pay is not agreed upon by the Board, the resulting budgetary savings is estimated to be approximately \$7,500.

Although the District has been notified of the intent of Local 4657 to merge with North Collier Professional Firefighters and Paramedics Local 2297, the District has received no notification from the State of Florida indicating that Local 2297 is recognized as the bargaining agent for Immokalee employees. Correspondence from our labor attorney on January 5th was that a representative of the PERC office stated that PERC does not have a record of any filings from North Collier relating to their local merging with Immokalee's local. Therefore, the proposed CBA revisions would be negotiated with, and ratified under, the current CBA between IFCD and The Professional Firefighters of Immokalee, Local 4657 IAFF.

FUNDING SOURCE / FINANCIAL IMPACT: Funding source would be funds budgeted in the FY 2016-2017 General Fund budget specifically for Incentive Pay. Financial Impact of this proposal standing alone would be none, as the savings from the funds budgeted for the Incentive

Pay program were budgeted for a start date of October 2nd. However, as in the previous agenda item, I would like to remind the Board of the information regarding overtime expenditures explained in agenda item 10.A.1. There is another aspect of the funds budgeted for Incentive Pay, as employees are required to submit any incentive pay that they may be eligible for throughout the next budget year during the budget process. Some of these are for incentive pay that the employee has not yet completed the certification process for, so there are additional funds unspent from those few employees who may still need to take a state test to be eligible to begin receiving their incentive pay. Those unspent funds are estimated to be at least \$3,600 by the time the individuals get certified and request the Incentive Pay.

The proposal would be as follows:

Taking into account the above stated budgetary estimates, approval of retroactive Incentive Pay would result in no anticipated budgetary difference for the year related to this proposal by itself.

Approval of this proposal in addition to agenda item 10.A.1 would result in an increase in budgetary expenditures of approximately \$6,000.

The Board discussed to move forward on the Board's part with approval of the revisions in an attempt to get the Firefighters their pay as soon as possible instead of waiting for the union to have another meeting, which would further delay ratification of this Article. Discussion at the Closed Session of the Commission included that this proposed revision would be approved by the Board only if the proposal was voted on, agreed to, and signed off by the union prior to the April 20, 2017 regular Commission meeting. If the union fails to sign off on the proposed revision prior to April 20, 2017, then the Board will rescind their proposal.

RECOMMENDATION: I recommend approval of revisions to Article 29 indicating that new incentive pay for personnel will be retroactive to October 1, 2016 for personnel who were eligible for that incentive pay prior to December 15, 2016, and who had already submitted certificates for their personnel file for certifications eligible for incentive pay prior December 15, 2016.

The revised Article 25 as proposed by the District is enclosed for potential approval.

POTENTIAL MOTION: I motion to approve the revisions to Article 29 of the CBA as proposed by the Board of Commissioners.

Article 29
Incentives

Section 29.1 – Mandatory Classes/In service

Employees required to attend mandatory classes or mandatory in-service training shall be paid at the appropriate straight time/over time rate of pay for each hour they attend class.

Section 29.2 Incentive Rate Schedule

Employees meeting and maintaining any of the following educational requirements or certifications shall receive educational incentive pay as reflected in the schedule below up to the maximum number of incentives per person and the maximum number of members eligible to receive each incentive. Incentive pay shall be paid by the District (3) three pay periods from the first day of the pay period following the date the employee provides a copy of the certification (s) to the District. All certification (s) must be obtained from an accredited educational facility and be related to the employee's profession. Additional Incentive Pay shall be factored into the employee's hourly wage by the District.

Section 29.3

Any personnel receiving the instructor/coordinators, when required by the Chief or designee to perform tasks off duty, will be compensated with overtime or compensatory time. Each instructor/coordinator shall select the option of Overtime or Comp-time the first week of April each year.

Determination of employees receiving incentive pay that is limited to a maximum number of employees is at the discretion of the Fire Chief, who will determine the recipients based on the best interest of the District.

In order to properly budget adequate funds to cover the incentive pay received for all members, any member who is planning on taking classes that make him eligible for incentive pay and anticipates becoming eligible for incentive pay anytime between October 1 and September 30 of the next fiscal year must submit a statement to that effect in writing to the Fire Chief no later than July 1 of each year with the date that they anticipate becoming eligible for incentive pay. If a member fails to submit that notice, that member will not be eligible for the additional incentive pay until October 1 of the following fiscal year (17 months after the July 1 deadline).

Section 29.4

Employees in new-hire probationary status are not eligible for incentives until successfully completing probationary period. Temporary and Part-Time personnel are not eligible for incentive pay other than Paramedic incentive for those approved by the Medical Director and actively filling an approved Paramedic position.

Local _____ District _____

\$ 1,500 each, max of (2)	\$ 750 each with max of (2)
Fire Officer 1 (FO1) (bargaining unit positions requiring FO1 are not eligible for this incentive)	(3) Air Pack Coordinator
Fire Officer II, III, or IV (FO II, III, or IV) (only single highest level eligible for incentive)	(3) CERT Instructor
Florida Fire Instructor I, II, or III (only single highest level eligible for incentive)	(2) Juvenile Fire Setter Instructor
Florida Fire Inspector I or II (only single highest level eligible for incentive)	(Max 3 CBA members) Live Fire Instructor I or II (only single highest level eligible for incentive)
Florida Fire Pump Operator (Driver/Operator)	
Florida Fire Investigator I or II (only single highest level eligible for incentive)	(1) Hose Maintenance Coordinator
	(1) Wellness and Fitness Coordinator
Special Ops Incentives	(3) Pre Plan Coordinator (max 1 per shift)
\$1,500 each	(1) Medical supply Coordinator
USAR (5 Disciplines) (minimum operations level)	
\$750 each	(3) Shift PPE Maintenance Coordinator
OSHA Haz-Mat Technician Certification	(1) Marine Equipment Coordinator
Florida Haz-Mat Technician Certification	

\$ 1,500 each, max of (1)	\$ 1,500 each
(1) Fleet Maintenance Coordinator	
(1) Public Information Officer	(1) Special Ops Training and Safety Coordinator
(Max 9) CPR Instructor	
	Community Relations Coordinator

Section 29.5

New incentive pay for personnel in the FY 2016-2017 budget will be retroactive to October 1, 2016 for personnel who were eligible for that incentive pay prior to December 15, 2016, and who had already submitted certificates to the District prior December 15, 2016 for certifications eligible for incentive pay, or employees who were already performing special job assignments newly eligible for incentive pay as of October 1, 2016.

Section 29.5 will be approved by the IFCD Board of Commissioners only if accepted by the Local by the regular Board of Commissioners meeting of April 20, 2017.

Local _____ District _____

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT 2015-2018

RATIFICATION OF REVISIONS TO ARTICLES 25 AND 29, MUTUALLY AGREED TO OPEN FOR NEGOTIATIONS BY BOTH THE UNION AND THE DISTRICT

FOR:

Immokalee Fire Control District

WITNESS

Paul Anderson, Jr., Fire Chief/District Manager

Patricia Anne Goodnight, Chair
Board of Fire Commissioners

Date

FOR:

IAFF Local 4657, the Union

WITNESS

Cody Rodgers, President

, Secretary

Date



Immokalee Fire Control District

502 New Market Road East, Immokalee, FL. 34142

Board of Fire Commissioners

Action Item Worksheet



Agenda Item: 10.A.3

Subject: Fire Station 31 and 32 Construction

Meeting Date: 2017-03-16

Prepared by:

Date Prepared:

P. Anderson

2017-03-09

BACKGROUND – Station 31: Staff and I have continued to research the possibility of combining both Station 30 and Station 31 into one central fire station in the center of town and have been in contact with property owners for potential sites. I will be having further discussions with both Mr. Blocker regarding his property on the curve of SR29 where Main St. and N 15th St. meet as well as Mr. Soto regarding his property adjoining Roberts Ranch at the intersection of Main St. and 11th St. I have submitted a grant application for CDBG funding through federal HUD. I also spoke with US Congressman Mario Diaz-Balart, who committed to supporting Immokalee Fire in an effort to secure USDA and HUD funding through the Promise Zone initiative for the Fire Station 31 project.

FUNDING SOURCE / FINANCIAL IMPACT: If we replace Station 31 on Carson Rd., the construction cost will need to be split between Impact Fee Funds and General Fund due to replacing an existing station at the same location. The General Fund portion will need to cover the square footage of our current station that we are replacing, with the balance of the square footage of the new station eligible for use of Impact Fee Funds. The General Fund portion currently is estimated at approximately 19.74% of the cost of construction. We were previously able to have funds budgeted for the General Fund portion of the cost of construction, however with the loss of revenue from the Seminole Tribe, those funds need to remain in the General Fund. When we are able to construct the station, it may be in the District's best interest to acquire a loan for a good portion of the cost to be covered out of the Impact Fee Fund and leave the majority of the impact fee funds in the bank to use for construction of Station 32. Our money market account that the impact fee funds are in is currently doing very well and we are receiving approximately \$1,100 each month in interest income.

If we replace both fire stations with a new central fire station in a separate location, it is possible that the entire cost may be eligible for use of Impact Fees. A grant application has been submitted for 2017-2018 CDBG funding for purchase of property as well as design and building plans. I plan to submit another CDBG application for FY 2018-2019 for actual construction of the building. Grant funding could potentially be used to offset any General Fund requirements that there may be, with Impact Fees being utilized for the balance. I will need to meet with both our attorney and our auditor to discuss the possibility of this.

RECOMMENDATION: Staff recommendation is to place this project on hold pending results of application for federal CDBG funding and federal USDA funding for this project.

POTENTIAL MOTION: No motion necessary at this time; informational purposes only.

BACKGROUND – Fire Station 32 Property and Construction: Barron-Collier’s attorney sent IFCD a letter regarding their asking price for the property (\$4 per square foot; \$173,056 per acre), which would be covered through credits on future impact fees until the value of the land is recovered by Barron-Collier. At the Board’s previous direction, I contracted with an appraiser to provide the District with an appraisal on the property with a value per square foot. The appraisal came back above Barron-Collier’s asking price. Attorney Thompson recommends that we have two separate appraisals done from two different appraisers, including one utilized by Collier County. I will be contacting Collier County staff to request a list of appraisers on the County’s approved vendors list to get a second appraisal once we have confirmation that Collier County will approve taking possession of their portion of the property for credit on future county impact fees at the same time that we take possession of our portion. County Commissioner McDaniels is providing assistance with getting this project moving on the County’s part. I will be scheduling another meeting with County Commissioner McDaniels within the next two weeks to get an update on the status of his work, after which I will be able to make a more educated plan on how to move forward. I also plan to discuss this topic with each individual County Commissioner, after which I will request to be placed on a County Commission meeting agenda to request the Commissioners accept their portion of the property in exchange for future county impact fees. At this time the project is on hold until the County agrees to accept their portion of the property.

FUNDING SOURCE / FINANCIAL IMPACT: Funding source for property parcel would be credits on future Impact Fees provided to Barron-Collier Corp.

The IFCD portion of the cost of construction would be through impact fees budgeted for this purpose. I believe there still may be an opportunity for even more cost savings if we could enter into an agreement with Barron-Collier for them to take care of the construction with their contractors, with their cost being reimbursed through partial credit on future impact fees from growth within the Ave Maria development and surrounding area, where the District collects a percentage of the impact fees due from Barron-Collier (possibly 50%) and Barron-Collier retains the balance (50%) until their cost of construction is recovered, at which time they would resume payment of 100% of impact fees due. This will accomplish several things that will benefit both the District and Barron-Collier. The District will benefit by not expending impact fee funds currently in the bank, meaning those funds can then remain in the bank for purchase of necessary additional apparatus and equipment as well as towards future needs of expansion at Station 30. This will benefit Barron-Collier by allowing them to devote funding that they would have paid in impact fees to other projects or to allow the ability for them to provide incentives for commercial development in Ave Maria, which in turn benefits the District through growth of the tax base.

RECOMMENDATION: To move forward with negotiations with Barron-Collier for IFCD to obtain only the portion of the property needed to satisfy our needs and let the County build their own building on their own parcel when they are ready for that project to be “on their priority list”. To move forward with working with our County Commissioner, other County Commissioners, and County staff with the goal of the County accepting their portion of the property from the developer.

POTENTIAL MOTION: No motion necessary at this time; informational purposes only.



Immokalee Fire Control District

502 New Market Road East, Immokalee, FL. 34142

Board of Fire Commissioners



Action Item Worksheet

Agenda Item: 10.A.4

Prepared by:

P. Anderson

Subject: Revisions to District Personnel Policy

Date Prepared:

2017-03-09

Meeting Date: 2017-03-16

BACKGROUND: Periodic general revisions to policies as well as revisions to specific policies as directed by the Board.

A. Policy 301, Employee Benefits

1. Revisions to this policy were discussed at the Board workshop of March 2, 2017.
2. Add Retiree Health Insurance Benefits for full-time employees with at least 25 years of service who retire after March 16, 2017 and before March 15, 2020 for a period of 36-months or until eligible for Medicare, whichever comes first.
3. This would include employee only coverage; no spouse or dependent coverage.
4. Cost for employee only this year is \$7,187.76 per employee
 - a. Estimated cost for one employee for 36-months is \$23,791.49
 - b. Cost per year if all three eligible employees retire would be \$21,563.28
 - c. Estimated cost for 36-months if all three eligible employees retire, \$64,689.84

B. Policy 513, Prevention of Workplace Violence and Prohibiting Weapons in the Workplace

1. This is a new policy drafted by IFCD Labor Attorney and discussed at the Board Workshop of March 2, 2017.

C. Policy 701, Employee Conduct and Work Rules

1. Add language to indicate in violation of Florida Statutes "or District Policy", referring to new policy 513.

D. Policy 709, Security Inspections

1. Add language to indicate illegal "or unauthorized" items, referring to new policy 513.

FUNDING SOURCE / FINANCIAL IMPACT: Funding source is General Fund.

RECOMMENDATION: Staff recommends approval of revisions as proposed.

POTENTIAL MOTION: I motion to approve the revisions to District Policy 301.

I motion to approve new District Policy 513.

I motion to approve the revisions to District Policy 701.

I motion to approve the revisions to District Policy 709.

301 EMPLOYEE BENEFITS

Eligible employees at The Immokalee Fire Control District are provided a wide range of benefits. A number of the programs (such as Social Security, Workers' Compensation, state disability, and unemployment insurance) cover all employees in the manner prescribed by law.

Benefits eligibility is dependent upon a variety of factors, including employee classification, and your supervisor can identify the programs for which you are eligible. Details of many of these programs can be found elsewhere in the employee handbook.

The following benefit programs are available to eligible employees:

Auto, Employer-Owned Car (Administrative Officers/Staff of the District, additional personnel as recommended and approved by the Fire Chief and Board of Fire Commissioners)

Bereavement Leave

Credit Union access

Dental Insurance

Educational Leave

Employee Health Programs

Holidays

Jury Duty Leave

Life Insurance

Medical Insurance

Membership Dues (Administrative Officers/Staff of the District, additional personnel as recommended and approved by the Fire Chief and Board of Fire Commissioners)

Military Leave

Pension Plan

Sick Leave Benefits

Uniform and/or Uniform Maintenance

Vacation Benefits

Voting Time Off

Some benefit programs require contributions from employees, but most are fully paid by The Immokalee Fire Control District.

Health Insurance Benefits

As health care costs continue to rise, the District is striving to maintain the cost of the District's health care plan as low as possible in an attempt to continue providing this benefit at no cost to the employee. In an effort to reduce costs to the plan and enable the District to do this, all participants in the District's health insurance plan are expected to be in compliance with the plan's *Preventive Screening* and *Care Compliance* wellness initiatives, as well as select health care providers utilizing the plan's *Real Time Choices* healthcare pricing tool.

All participants of the plan, including employees and all family members covered by the plan, will receive all age/sex appropriate screening exams and tests, follow all treatment regimens

prescribed by a physician, complete all follow-up exams/treatment as prescribed by a physician or recommended by plan care review specialists, and take all medications for chronic illnesses as prescribed by a physician, or the employee will be responsible for a portion of the plan premium due to non-compliance.

All plan participants found to be non-compliant will be contacted by the plan care specialists, advised of the areas of non-compliance as well as recommended actions to accomplish compliance, and will have 90-days to achieve compliance. Employees who continue to be in non-compliance after the 90-days, or have family members in non-compliance after the 90-days, shall begin paying \$25.00 per week deducted from their pay check until compliance is obtained. Any payroll deduction will not occur until October 1, 2016.

Employees who have spouses or dependent family members covered by the plan who are also covered by their own employer's plan or another health care plan, and who have screening exams or tests, treatment, prescribed medications, etc. covered by the other insurance plan and are showing as non-compliant on the District's plan due to the District's plan not being aware of the compliance through another health care plan shall be responsible for providing documentation of compliance to the District's plan administrator in order to be considered as in compliance and not subject to the employee-paid portion of the plan premium.

Retiree Health Insurance Benefits

Employees of the District may retire from the District with retirement benefits as defined by the Florida Retirement System. Such Retirees and their eligible dependents may continue to participate in the District's Group Health/Medical, Insurance plans, if and as they exist as set forth below.

Upon retirement, the Retiree shall have thirty (30) days in which to make a written election with regards to continued participation in the City's Group Health/Medical Insurance plans, as and if they exist, including eligible dependent coverage. Once the thirty (30) day period has expired, coverage changes may only be made to discontinue insurance coverage or when based upon "special enrollment" circumstances pursuant to the insurance plan then in effect.

In general, the Retiree is responsible for the payment of all insurance premiums to ensure that there is no lapse in coverage back to the first day of the month after retiring.

However, for Retirees who retire after March 16, 2017 and before March 15, 2020 on or after the normal retirement date as defined by FRS, and who have at least 25 years of service, and at the retiree's request, the District shall make payment for such premiums FOR THE EMPLOYEE ONLY LEVEL OF COVERAGE from the date of retirement and for a period of thirty-six (36) months or until the Retiree becomes eligible for coverage under Medicare, whichever occurs first. The retiree will be required to reimburse the District an amount equal to their FRS Health Insurance Subsidy (HIS) each month that the District pays the retiree's health insurance premium.

513 PREVENTION OF WORKPLACE VIOLENCE AND PROHIBITING WEAPONS IN THE WORKPLACE

The District is strongly committed to providing a safe workplace and takes the safety of its employees and the public seriously. The purpose of this policy is to ensure that employees understand and acknowledge the importance of safety in the workplace, as well as the District's policies and procedures for furthering a safe work environment.

Prohibited Conduct

Threats, threatening language, or any other acts of aggression or violence made toward or by any employee, elected official, vendor, or the public will not be tolerated. For purposes of this policy, a threat includes any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, possession of weapons in violation of this policy or applicable law, stalking, or any other hostile, aggressive, injurious, or destructive action undertaken for the purpose of intimidation.

Employees are prohibited from possessing weapons in the workplace, while on duty on District premises, while on duty or shift, or while operating a District-owned or leased vehicles. The term "weapon" is intended to be all-encompassing and includes, among other things, firearms, knives, clubs, swords, and explosives. Any employee found to be in possession of a weapon in violation of this policy will be subject to disciplinary action, up to and including termination.

Exception

Locked Private Vehicle Lawfully in District Parking Lot: In accordance with Florida law, this policy does not prohibit employees who lawfully possess firearms to maintain such firearms locked inside or to a private motor vehicle in a District parking lot when the employee is lawfully in the parking lot. The District will not ask whether employees hold a concealed weapon license or keep a firearm locked inside or to their private motor vehicle; however, employees who lawfully keep such firearms in the locked private vehicle are prohibited from exhibiting the firearm on District property for any reason other than lawful defensive purposes. No employee is permitted to keep firearms locked inside or to vehicles owned, leased or rented by the District.

Personal Specialty Firefighter Tools: This policy does not prohibit the carrying and use of personal specialty firefighter tools by members of the organization where the member has submitted the personal specialty firefighter tool(s) for inspection by the shift commander in accordance with the District's Standard Operating Guidelines and the shift commander approves such tool(s).

Procedures for Reporting a Threat

The District does not expect you to psychologically or physically subdue a threatening or violent individual. Indeed, we specifically discourage you from engaging in any physical confrontation with a violent or potentially violent individual. However, we do expect and encourage you to exercise reasonable judgment in identifying potentially dangerous situations and responding appropriately.

In the unlikely event that you observe a physical altercation, a weapon within the workplace in violation of this policy, or other incident that creates an immediate danger to you or others, your first course of action should be to take appropriate action, including calling 911 as soon as possible when warranted and necessary.

In the event you become aware of a threat or behavior by an employee, vendor or member of the public, which you reasonably believe creates a threatening situation, you should report such incident immediately to any member of management with whom you feel comfortable. All reports will be promptly investigated. All employees must cooperate with all investigations. No employee will be subjected to retaliation, intimidation, or disciplinary action as a result of reporting a concern in good faith under this policy. If the District determines, after an appropriate good faith investigation that someone has violated this policy, it will take prompt and appropriate corrective action.

701 EMPLOYEE CONDUCT AND WORK RULES

To ensure orderly operations and provide the best possible work environment, The Immokalee Fire Control District expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization.

It is not possible to list all the forms of behavior that are considered unacceptable in the workplace. The following are examples of infractions of rules of conduct that may result in disciplinary action, up to and including termination of employment.

- ❖ Theft or inappropriate removal or possession of property
- ❖ Falsification of records
- ❖ Working under the influence of alcohol or illegal drugs, or reporting to work with alcohol on your breath.
- ❖ Possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace, while on duty, or when operating employer-owned vehicles or equipment
- ❖ Fighting or threatening violence in the workplace
- ❖ Boisterous or disruptive activity in the workplace
- ❖ Negligence or improper conduct leading to damage of the employer-owned or privately owned property
- ❖ Insubordination or other disrespectful conduct
- ❖ Violation of safety or health rules
- ❖ Smoking in prohibited areas
- ❖ Sexual or other unlawful harassment
- ❖ Possession of dangerous or unauthorized materials, such as explosives, in the workplace
- ❖ Possession of firearms in the workplace in violation of Florida Statutes or District Policy.
- ❖ Excessive absenteeism or any absence without notice
- ❖ Unauthorized absence from workstation during the workday

- ❖ Unauthorized use of telephone, mail system, or other employer-owned equipment
- ❖ Unauthorized disclosure of confidential information
- ❖ Violation of personnel policies

Employment with The Immokalee Fire Control District is at the mutual consent of The Immokalee Fire Control District and the employee, and either party may terminate the relationship at any time, with or without cause, and with or without advance notice.

709 SECURITY INSPECTIONS

The Immokalee Fire Control District wishes to maintain a work environment that is free of illegal or unauthorized drugs, alcohol, firearms, explosives, or other improper materials. To this end, The Immokalee Fire Control District prohibits the possession, transfer, sale, or use of such materials on its premises. The Immokalee Fire Control District requires the cooperation of all employees in administering this policy.

Desks, lockers, and other storage devices may be provided for the convenience of employees but remains the sole property of The Immokalee Fire Control District. Accordingly, they, as well as any articles found within them, can be inspected by any agent or representative of The Immokalee Fire Control District at any time, either with or without prior notice.

The Immokalee Fire Control District likewise wishes to discourage theft or unauthorized possession of the property of employees, The Immokalee Fire Control District, visitors, and citizens. To facilitate the enforcement of this policy, The Immokalee Fire Control District or its representatives may inspect not only desk and lockers but also persons entering and/or leaving the premises and any packages or other belongings. Any employee who wishes to avoid inspection of any articles or materials should not bring such items onto The Immokalee Fire Control District's premise.