**Fire Commission Meeting**

**Immokalee Fire Control District**

**Board Meeting**

April 17, 2014

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: Anderson, Deyo, Heath, Keen and Olesky; Chief Paul Anderson, Board Attorney Kenneth Thompson, Leo Rodgers, Jay Roth, Alma R. Valladares and Members of the Public.

1. Call Meeting to Order by Commissioner Anderson at 6:04pm
2. Pledge of Allegiance was led by Commissioner Anderson
3. Moment of Silence was led by Commissioner Anderson
4. Proof of Publication was led by Commissioner Anderson
5. Establish a Quorum was led by Commissioner Anderson
6. Approval of Agenda Commissioner Olesky asked if there are any changes. Chief Anderson mentioned that he would like to remove number 1. Agreement with Collier EMS for housing an Ambulance at Fire station 31- under A. Old Business, they weren’t ready with the contract; also, he would like to add Update on Fire Code Official’s Office and update on Station 32 Property. Commissioner Keen mentioned she would like to talk about Chief Anderson working outside at the Rodeos and participating as reserve deputy. Commissioner Anderson mentioned he would like to discuss EMS agreement. Commissioner Heath mentioned to talk about hiring a plans review inspector in Chief Anderson’s report. Commissioner Anderson mentioned that Fire Code Official’s Office will be number 2 in Old Business and the contract with Sweet -Sparkman Architects and Owen-Ames-Kimball Builders will be number 3 and Station 32 Property will be number 4. **Commissioner Olesky made motioned to approve changes and seconded by Commissioner Deyo. Motion carries unanimously.**
7. Approval of the March 20, 2014 Board Meeting Minutes was motioned to approve by Commissioner Keen and seconded by Commissioner Olesky. Motion carries unanimously.
8. Treasurer’s Report motion to approve by Commissioner Deyo and seconded by Commissioner Keen. Motion carries unanimously.
9. Consent Agenda
   * 1. Chief’s Report – Chief Anderson mentioned that if anyone had any questions on his report. Also, that there is a flyer about the Fire Operations 101 in June 14, 2014 it’s geared to elected officials and if anyone wants to attend. Commissioner Keen mentioned about hiring of a new man for fire inspections. She thinks that until our fire fighters get their 3% back, we should wait on that. Even if he generated money, we won’t be seeing it for a while. Commissioner Anderson mentioned that it will be discussed on number 2.
     2. Approval for Chief outside employment working at rodeos – Chief Anderson mentioned that he travels with his family doing rodeos and he’s focused on his kids right now. He would like to have the opportunity to work as a judge. While spending time with his family and it’s enjoying to him to do this. It won’t be a detriment to his job. Rodeo to him is a hobby and he enjoys doing it. He will be judging and watching at the rodeos. He has been in arenas for 25 yrs and hasn’t had a problem. Commissioner Deyo mentioned that when he had talked to her about it, she mentioned that it was too early in the contract to allow that kind of change in the contract but she doesn’t think he should think he should be paid for that, because it takes his focus away from his job. Commissioner Deyo mentioned that the first 8 years of her contract at the water district she wasn’t allowed to do anything else. Right now this fire district has a lot of problems and he needs to be focused on that. Chief Anderson said that he is out of town anyway at the rodeo, so it wouldn’t be taking focus away from his job here and that he works many extra hours over 40 hours a week every week dealing with fire district business. Commissioner Olesky mentioned that he doesn’t have a problem with Chief Anderson doing that. Commissioner Anderson mentioned that he doesn’t have a problem with that either. Commissioner Heath mentioned that the policy manual says that he can have outside employment provided it doesn’t conflict with his employment here.

Commissioner Anderson said if he was doing something that would a conflict with the fire department then, he would have a problem. **Commissioner Olesky motions to approve for Chief Anderson to go to the rodeos with his family and working at rodeos and Commissioner Anderson seconded the motion.**

Commissioner Heath asked Chief Anderson with participating as a reserve deputy sheriff several hours, working at rodeos on weekends and working at the fire department, how is he going to handle the time with all that and keep up with all three things. Chief Anderson mentioned that he’s done that for 30 yrs. Attorney Thompson asked if the motion included that there be limitations to judging duties or is it any kind of judging. **Commissioner Deyo, Heath and Keen oppose. Motion fails 2 to 3.**

* + 1. Approval for Chief to participate as Reserve Deputy Sheriff – Chief Anderson mentioned that he would volunteer 16-24 hrs a month assisting on agriculture unit working with cattle. . Doing some patrol time on Ranches and Farms helping with cows once or twice a month. Also, assisting at D.U.I. check points and patrolling. He committed to his mother that he would do everything he could to help stop drunk driving. He’s been doing law enforcement and fire for 32 yrs. If he doesn’t stay active in law enforcement, he loses his certificates. Attorney Thompson mentioned that he and Chief Anderson spoke about this and he’s volunteering and he’s got 32 yrs into this and he’s covered under workers’ compensation. **Commissioner Olesky motions to approve to allow Chief Anderson to participate as Reserve Deputy Sheriff with limitation of 24 hrs a month and Commissioner Anderson seconded the motion.** Commissioner Keen mentioned that she would feel more comfortable with 20 hrs and still thinks it’s a conflict of interest but she doesn’t want him to lose his certification. **Commissioners Olesky, Anderson, and Deyo vote yes,** **Commissioner Heath and Keen oppose. Motion carries 3 to 2.**

Chief Anderson asked the board to reconsider for him to outside employment working at rodeos. **Commissioner Olesky motions to reconsider Chief Anderson to outside employment working at rodeos providing it’s at a non-hazard environment and Commissioner Anderson seconded the motion.** Jay Roth asked if we are discussing whether he gets paid or not or his judging activity being allowed or not. Commissioner Keen mentioned that she does not have a problem with him doing the judging and doesn’t think that is a problem, but she does have a problem with him getting paid to do it. She has a problem with him getting paid and she thinks it’s a conflict of interest for getting paid for the job. **Commissioner Anderson motions to reconsider Chief Anderson to outside employment working at rodeos and be paid and Commissioner Olesky seconded the motion. Motion fails 2 to 3.** Commissioner Heath mentioned if we could say that he can volunteer as long as it is not in the cattle pens with the bulls or hazardous environment. **Commissioner Anderson motioned to approve Chief Anderson to volunteer as a judge and other duties at rodeos providing it’s at a non-hazard environment and Commissioner Olesky seconded the motion. Commissioner Deyo and Commissioner Keen oppose. Motion carries 3 to 1 with Commissioner Keen not voting.**

* + 1. Fire Marshal Report – Leo Rodgers asked if anyone had any questions for him. No questions.

1. Union Report – Tom Cunningham, Union President mentioned that they are talking with Greater Naples to merge their local with them. They have a joint meeting next week. They are directed by their membership to also talk with North Naples/Big Corkscrew District. There is funding available thru fire fighters license plate program. He is attempting to secure between $2,000 to $3,000 for the Immokalee Seminole Pop Warner Team. He spoke to Ed Jermaine at Bullriders’ Club the night he was there. He just received the paperwork he needed to submit to F.P.F. and secure that funding. The $2,000 will go a long way to help those kids.
2. Business of the District
3. **Old Business**
4. Agreement with Collier EMS for housing an Ambulance at Fire Station 31 (Carson Rd.)- Commissioner Anderson mentioned that in a way their toes were being stepped on. To get a consensus of the board, he would like for Chief Anderson to start attending the bi-monthly county commission meetings. Pull the agenda and if there is anything related to public safety, he would like for Chief Anderson or Leo to attend those meetings. He sent them an email and no one had come to our board to get approval until March 20th. He doesn’t have a problem putting a medic out here; he has a problem with them realizing that we are out here and stepping on our toes and doing whatever they please.

Chief Anderson mentioned that he and Chief Greenberg have a meeting with both Chief Kopka and Commissioner Nance, the county commissions had already approved the plans; so, Chief Kopka wasn’t willing to go in and him request to revisit it and request it to open it without the county commissioners wanting to open it. Then, they had a meeting with Commissioner Nance, who is supposed to represent Immokalee.

The outcome of that meeting was that both Chief Rita Greenberg and he had the impression that Chief Polkas’ more concerned about voting according to how he thinks the other commissioners will think about him or what will make the other commissioners will think than what is in the best interest of Immokalee. He even made comments alluding to that. Chief Anderson told him that they have a different philosophy of what their jobs’ are. Also, if he goes to a county fire chief, operations or communications meeting and vote on something, his job is to vote whichever way is in the best interest of Immokalee. If it’s good for everybody else and not Immokalee then, he votes no. Commissioner Nance feels if it’s in the best interest of the majority of the county, even though it’s not good for Immokalee, he’s should still vote in favor of it because it’s in the best interest of the majority in the county; but he doesn’t represent the majority, he represents district 5. Also, that Commissioner Nance agrees with Dr. Tolbert that EMS belongs to Collier EMS and not in the fire department. So, we basically have no support from our County Commissioner on this issue. Commissioner Anderson mentioned that they learn where they have to be long enough for 30 days and then that’s it. It needs to be clear to them, that they are here for a reason and that’s to represent the people of Immokalee and Ave Maria, not for EMS. If we have a consensus he would like for Chief Anderson or Leo Rodgers to attend those meetings as long as there is a safety item on the agenda and if there is not, they don’t need to go to them.

1. Update on Fire Code Official’s Office – Chief Anderson mentioned that he had gone to a meeting with the other fire chief’s where they discussed what’s going on and North Naples is pulling out of the Fire Code Official’s Office and are in the process of hiring their own people. Chief Stolz indicated that they will be sending their 45 days notice. They will be doing their own plans review effective June 2nd. East Naples/Golden Gate is voting at their next meeting next week to give their notice. They will be pulling out of the Fire Code Official’s Office and not doing their own plans review. They will be turning it over to Collier Growth Management. They will also be doing plans review for Isle Capri and Ochopee. Big Corkscrew hasn’t made a decision yet. If they merge with North Naples, it will be North Naples. They’re boards have already signed an inter-local agreement. So, that leaves us. We have 4 options: 1- Hire plan reviewer and inspector to do it ourselves. If we do that, we are averaging $3400/month in plans review revenue one day a week. He looked at the revenue it would generate and the total package that position would cost should be more than covered by the revenue generated by that position. The salary would be around $45,000. 2- Contract with North Naples to do it. 3- Contract with County Growth Management to do it or 4- Contract with private vendor.

Commissioner Anderson suggests a 5th option to open the position only internally and training someone for the position. This would open up a fire fighter position where we can possibly bring on one of our volunteers paid. He would rather see someone who has time in with the department moving up into that position; taking on new skills, a new role, giving them growth in a small department and getting someone who has volunteered a long time on the payroll finally, hopefully instead of giving someone outside of the department a paid position. Chief Anderson asked who will train that person because he or Leo can’t do it. They would have to go to school so we would have to figure out who would do our plans review. We would have two people doing one person’s job until we can get comfortable with him. For plans review it would take at least 3 months. Fire inspector is 5 weeks and then another 40 hrs plans review class, then other tests. Commissioner Anderson asked how long the entire process would take maybe 6 months. Chief Anderson mentioned that he would recommend that person to be trained by North Naples. We are still not getting out plans review done so; we still have to get someone to do them. Commissioner Anderson asked what the cost is to send someone to school. Chief Anderson mentioned that each class is $250 at 5 classes is $1250 and $400 for plans review. So, $1,650 in just the classes. They also have to devote 240 hrs of their own time off duty to go to school.

Commissioner Anderson mentions that we should open it up to somebody that’s internal and lock them into a 2 year agreement. Saying we will pay for your school for that and that’s what they will stay on staff for 2 years but pay them while they are going. It’s a promotional opportunity for them in that position.

Chief Anderson mentioned that he doesn’t feel comfortable having plans review for fire protection features by employee that’s not employed by the fire department, a civilian will have very little knowledge of how a fire department operates. We could also require that position to be a certified fire fighter. The other option is, if we want to get in agreement with North Naples to do it, which he isn’t totally against but if the board doesn’t want to hire another position right now; one option is having an inter-local agreement with North Naples to do the plans review and possibly do the existing building inspections for 75% of the fee discharge and we keep the other 25%. We could retain a percentage of the fees for that oversight. Commissioner Anderson mentioned if we could contract with one of the private organizations or East Naples or North Naples for a year and afford to hire somebody. Promote somebody up to that position from within. Chief Anderson mentioned that the revenue comes in the week they do the inspections or if it plans review, there’s a check attached to it. We wouldn’t be able to contract with someone and hire someone. Commissioner Anderson mention if we could contract with someone, promote somebody into that position, send them to school, get them trained and move a volunteered into a paid position. Chief Anderson mentioned that whoever we contract with is going to get the majority of the revenue generated by what they are doing. Which won’t leave enough money to hire another person? It would be a stretch to keep the 25% of the fees. North Naples did offer to do it on an inter- office basis until we hire somebody. Commissioner Anderson asked if we have the money now to bring on one additional volunteer. What’s the starting salary for a fire fighter? Tom Cunningham mentioned is $32,500. Commissioner Anderson asked if we have enough to bring a volunteer into a paid position. If we do, do we have someone that can move into that position for their same rate of pay while they are training with the understanding that once the contract is ended with whoever we contract with, they will be moved up into that rate. Attorney Thompson asked is this is a Union position or do we need to negotiate with the Union.

Tom Cunningham mentioned that if it’s a fire fighter it would be a Union position. It’s a bargaining position. If it’s a fire inspector with the responsibilities of plans review it would make everybody’s life easier. If Lt. Mendoza would do that, since he is the only other inspector, he would be taking a pay cut. He has one class to get his inspector. It would be a lateral move for him after 11 years. We are looking towards the Safer Grant guys that are at $33,000 or $34,000. He thinks it’s a good idea. In his opinion, there needs to be a lot more places for guys to move because as of now, there is no incentive. We have had an attrition rate of 300% in 20 years, which is astronomically unheard of in fire service; there’s nowhere to move. Commissioner Anderson mentioned that it could be a lateral pay transfer or an increase; but at some point Leo is going to retire. He would assume that that position with that person would technically or that thought would be that they would move up to that position. Not guaranteed but possibly. He would hate to see that position go to somebody outside the agency that doesn’t know the town, the people. Chief Anderson mentioned that his concern is somebody that is inexperience reviewing plans and making mistakes or every day taking time out of his or Leo’s work asking multiple questions every day because they don’t have any experience and don’t know what they are doing. Also, North Naples is requiring 5 years experience doing plans review and that in the next 3 years there is going to be a huge movement all over the state in people moving between fire departments because hundreds of people all over the state a couple of years ago entered the drop. They were in the Florida Retired System because they wanted to lock their benefits in before the changes took place. So, all those people have to leave. You can only be in the drop for 5 years after that you have to go. They are already 2 ½ years into that. So, within the next 3 years there is going to be hundreds of people within the state moving different jobs because they’re not ready to retire yet and they can’t work at the department they are at. Commissioner Anderson mentioned we will use Tom Cunningham as an example: Tom has been here 11 years and say in 10 more years Leo decides to retire; we can’t look at any of our staff to move up into Leo’s position or Chief’s position because we have nobody trained.

Tom Cunningham mentioned to put in perspective: Raul Dimas Jr. still has 8 more years before he hits 25 years. He is 3 years ahead of him. So, the way we are now hypothetically, he would be a 20 years fire fighter before he has a chance to promote thru attrition.

Commissioner Anderson mentioned that we are at a point in time that if this position is not going to be for someone internal, he would like to see a different position for guys to move up. Chief Anderson mentioned that that is in his plan. He would like to do, when the money is available and before we do this, we need to get everybody’s other 3% back. He would like to transition the current Lieutenants to either Battalion Captain or Battalion Chief. Then promote three more Lieutenants so, then, there would be 3 Battalions and 3 Lieutenants, so there’s more positions to move up to. Commissioner Anderson asked if he wants to have the 3% back before they make that move. Chief Anderson mentioned that move needs to be done now but believes that if we only give 3 or 6 people raises and not everybody then, they will fight him.

Tom Cunningham mentioned that he would fight that not only that 6 guys getting a raise but that 6 guys are being promoted without testing. Chief Anderson mentioned that there would be testing. Tom Cunningham mentioned that he agrees but would like to see all the guys get their 3% back. Chief Anderson mentioned that we certainly wouldn’t be able to give anyone raises if created another position that wasn’t creating its own revenue. Commissioner Anderson mentioned if Chief Anderson could go to East Naples and ask them what the thought process would be for the cost to contract with them as well as North Naples. Chief Anderson mentioned that he would prefer North Naples because they are fire employees doing it and not the County Growth Management employees doing it and we would retain a percentage of the fee. That would be his first offer. Also with that, at the Official Fire Code Office we’ve set a date for what they have requested to be a joint meeting of all the commissioners from all the fire districts. They are going to advertise it as a public meeting with joint commission meeting with all the fire districts on May 6, 2014 at 6:30pm at Station 73 on Collier Blvd. They are trying to get all the commissioners but they at least want the chairman there. He needs to send them a confirmation that our members would be available on that day. Confirm whether our chairman is going to be in attendance. Commissioner Anderson mentioned that he would be there and would like for all of the commissioners to be there as well. Chief Anderson mentioned that North Naples generated 50%, East Naples/Golden Gate 40%, Immokalee 6%, Big Corkscrew 2%, Isla Capri and Ochopee 2%. Also, that Ed Ralley mentioned that he doesn’t even know if the amount of money in the reserves will cover the health benefits for all the retirees. So, that entails selling the building and land that’s worth about 3 Million his estimate. Commissioner Anderson mentioned that we still have half of the agenda to go and have about 35 minutes left.

* 1. Public comment – Leo Rodgers mentioned if anyone would like to go to the Sandy Parrot tomorrow night. They have a party for the people at the Fire Code Officials Office if anybody would like to attend at 7:00pm.

1. Contract with Sweet-Sparkman Architects and Owen-Ames-Kimball Builders – Attorney Thompson mentioned that he, Commissioner Deyo, and Chief Anderson had a meeting with them. He will be drafting the contract and bringing it back in May or June for approval.
   1. Public comment – None

4. Station 32 Property – Chief Anderson mentioned that he talked to Mr. Ginson with Barron Collier Company about the discrepancy of the appraised value that they were asking us to pay for the parcel. Also, that Mr. Ginson mentioned that they realize it’s not the appraised value but the appraised value is very rarely what the real market value is and what you can get out of it. If we would like to make an offer on one of those parcels then, come up with a number and offer it to them. They are also going to look at splitting the ones we’ve already looked at into 2 acres and give us a price on that as well as look at some additional parcels on Pope John Paul towards Camp Keais Road for two acres. Instead of looking at one station right in the middle, maybe put 2 stations, one off of Pope John Paul near Camp Keais and later, one by the water plant. So, he’s getting 4 more parcels of property in two acres and prices. The station has to be within 5 miles radius and the one by the convenient store is 2 miles from Arthrex. The Pope John Paul location is less than 5 miles from Arthrex. We are still looking at options. Commissioner Heath mentioned that he would strongly discourage that piece of property by the water plant because it’s a wetland down there. Chief Anderson mentioned that he is aware of that.

1. **New Business**
2. Decision on repairs required on Pumper-31 and affect of trade-in value for new apparatus ordered- Chief Anderson mentioned that the trade in value for the engine is $40,000 but it’s got a blown engine and needs repair. Without taking the engine apart it’s anywhere from $13,000-$14,000 to over $20,000. He recommends if we fix it, to still get the $40,000 trade in from it, now we are taking money out of budget our general fund. We could be taking up to $20,000 from our budget, general fund to fix it and trade it in to get $40,000 back. So, we are out $20,000. The other option is to let them take it as is and we owe $15,000 on the new truck. The $15,000 that we owe on the new truck we can take it out of Impact Fees. His recommendation is that we let them take it as is and deduct whatever it costs to fix it off the trade in value and we make up that balance out of Impact Fees. **Commissioner Anderson motioned to trade in as is and make up that balance out of Impact Fees to cover the cost and Commissioner Deyo seconded the motion. Motion carries unanimously.** 
   1. Public comment – None
3. Approval of purchase of hose tester – Chief Anderson mentioned that Engine 32 is being repaired. It needs a hose tester/pressure washer and the price quotes for a new one are from $7,000-$8,000. The best price quote is $2,511. **Commissioner Anderson motioned to accept to purchase a hose tester for $2,511 and Commissioner Deyo seconded the motion. Motion carries unanimously.**
   1. Public comment – None
4. Approval of revision to purchasing policy to correct discrepancy – Chief Anderson mentioned that item number 6 ) Purchasing requiring Board Approval. This was discussed before and the intent of the board to approve anything over $5,000 but if you go down to letter C) Purchases over $500 to $5,000 and even on letter D) Purchases over $5,000 number 3) Obtain approval by the board. His proposal is to change C to go up to $5,000 and change D to be from $5,000 to $10,000. Commissioner Anderson mentioned that he had brought it up before on some checks to Tuscan because the original amount was $5,000 and there was additional checks that board approval hadn’t been obtained. That was before the majority of us were here. Commissioner Deyo mentioned that on page 2, number 4 it has (assistant) fire chief, maybe we can take (assistant) off. **Commissioner Deyo motioned to approve as amended and Commissioner Olesky seconded the motion. Also, on page 3, letter B, number 3 take it out. Commissioner Deyo to amend her motion and Commissioner Olesky seconded the motion. Motion carries unanimously.**
   1. Public comment – None
5. Approval for purchase of equipment from Impact Fee fund for new fire apparatus on order – Chief Anderson mentioned that he got 6 to 8 quotes for all the equipment. He highlighted all the prices for each vendor to purchase equipment from that vendor. Each is the lowest of all these quotes. There are different items from different vendors. The total for all the equipment for the new fire apparatus is around $150,000 to be purchased out of Impact Fees for the new rescue pumper. Once this is done, he will request purchasing equipment for the tower ladder. The ones in orange are not necessarily the lowest but are the preferred ones that we would like to get. Attorney Thompson sets a motion to approve the purchase of equipment and the board accepts it. **Commissioner Anderson motioned to approve purchase of equipment from Impact Fee fund for new fire apparatus by chief’s recommendation and Commissioner Deyo seconded the motion. Motion carries unanimously.**
   1. Public comment –Commissioner Heath asked Chief Anderson if he had gone to the chemical companies around and asked them to donate some equipment instead of buying them. Chief Anderson mentioned that he will remove the haz-mat suit equipment off of the order lists and will go to chemical companies asking for donations before buying any.

**Commissioner Anderson motioned to approve purchase of equipment from Impact Fee fund for new fire apparatus by chief’s recommendation and Commissioner Deyo seconded the motion. Motion carries unanimously.**

1. Reschedule May Commission meeting due to Governor’s Hurricane Conference – Chief Anderson mentioned that he and FF/EMT Armando Negrin will attend a conference in May in Orlando and wants to reschedule May 15th meeting to May 22nd instead. **Commissioner Anderson motioned to amend the May meeting from May 15th to May 22nd instead and Commissioner Olesky seconded the motion. Motion carries unanimously.** 
   1. Public comment – None

12) Concerns of Commissioners – Commissioner Heath asked Chief Anderson how much training are the fire fighters having. Chief Anderson mentioned that for the last 6 months they have been training every week. They just finished Ladder Training. Commissioner Heath mentioned that he got a couple of phone calls on the hay fire and the comments weren’t that good. He mentioned that a fire fighter wasn’t being very tentative to the fire and that the rolls of hays rolled off the trailer and could have rolled over him and he could have gotten hurt. Don’t want to see anyone hurt out there. Chief Anderson mentioned that the straps burned that’s why the hay bales rolled over.

13) Public Comment – Tom Cunningham, Union President mentioned that there was a residential fire in Naples and

Fire Fighters were transported to the Emergency by ambulance. Leo Rodgers mentioned that CERT Training is May 1, 2014.

14) Adjourn Meeting at 9:00pm

**Next Scheduled Meeting:**

**Next Regular Board Meeting: May 22,** **2014 at 6:00 p.m. Immokalee Fire Station 30, 502 New Market Rd. E.**