



## IMMOKALEE FIRE CONTROL DISTRICT BOARD MEETING AGENDA

April 20, 2017 Ave Maria  
6:00 PM

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- 1) Call Meeting to Order (State date and time for the record)
- 2) Pledge of Allegiance
- 3) Invocation or Moment of Silence
- PLEASE TURN OFF OR SILENCE CELL PHONES**
- 4) Greet Public and Read Public Comment Statement
- 5) Proof of Publication (Read Publication, Alma)
- 6) Roll Call / Establish a Quorum
- 7) Approval of Agenda; Move, Remove, and/or Add Agenda Items
- 8) Attorney's Report
- 9) Union Report
- 10) Business of the District

### A. Consent Agenda

1. Treasurer's Report
2. Approval of the minutes of the following meetings:
  - a) March 2, 2017 Commission Workshop
  - b) March 8, 2017 Closed Session for Collective Bargaining Update
  - c) March 16, 2017 Regular Commission Meeting
  - d) March 28, 2017 Commission Workshop
3. Status on Current Contracts
4. Approval of HUD CDBG Application
5. Inspections Report
  - a) Application Fees
  - b) Code Review Fees
  - c) Inspection Fees
  - d) Impact Fees
6. Deputy Chief's Report
7. Chief's Report – (None This Month)

### B. New Business

1. Recognition of Phoenix Award Recipients
  - a) Action Recommended – Presentation and Pictures Before the Board
  - b) Public Comment
2. Open Article 12 of Collective Bargaining Agreement for Negotiations
3. Ratification of Article 12 of Collective Bargaining Agreement between IFCD and IAFF Local 4657 (Working Copy Attached)
  - a) Action Recommended – Motion to approve Proposed Language
  - b) Public comment
4. Extension of Workers Compensation Benefits Beyond the Three-Month Limit
  - a) Action Recommended – Board Discretion
  - b) Public Comment
5. CDBG Grant Update

- a) Action Recommended – None
- b) Public Comment
- 6. Bathroom for New Battalion Chief Position Bunk Room, Construction Update
  - a) Action Recommended - None
  - b) Public comment
- 7. Remodel of Kitchen at Fire Station 30, Construction Update
  - a) Action Recommended - None
  - b) Public Comment

C. 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. IAFF Local 4657 and IAFF Local 2297 Merger Update
  - a) Public comment
- 4. Contract with Seminole Tribe for Fire Protection on Immokalee Reservation Update
  - a) Public comment
- 5. Status of Fire Stations 31 and 32 Construction Update
  - a) Public comment

11) Manager Comments

12) Commissioners Comments

13) Public Comment; Limited to 3 minutes per person

14) Adjourn Meeting (State time for the Record)

Next Scheduled Meeting(s):

- Regular Board Meeting: May 18, 2016, 6 p.m.; Immokalee Fire Station 30, 502 New Market Rd E, Immokalee, FL 34142

# **Consent Agenda**



# Immokalee Fire Control District

502 New Market Road East, Immokalee, FL. 34142



## TREASURER'S REPORT APRIL 10, 2017

Money Market Account	\$2,183,271.44
Impact Fee Account	\$3,446,676.28
Cash/Operating Account	\$ 127,418.38

**Fire Commission Workshop  
Immokalee Fire Control District  
2<sup>nd</sup> 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, 2<sup>nd</sup> 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**

**Fire Commission Meeting  
Immokalee Fire Control District  
Board Meeting  
March 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, Olesky and Halman. Chief Paul Anderson, Deputy Chief Michael Choate, Battalion Chief Josh Bauer, Board Attorney Kenneth Thompson, Alma Valladares, Union members: Chris Spenser, 2<sup>nd</sup> Lt. Cody Rodgers

- 1) Greet Public and Read Public Comment Statement
- 2) Call Meeting to Order at 6:07pm 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) 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

Commissioner Keen asked about taking off Seminole contract off the budget. Chief Anderson mentioned that it has to stay on as anticipated revenue until we revise the budget.  
**Commissioner Olesky motioned to approve the Consent Agenda and seconded by Commissioner Keen. Motion carries unanimously.**
- 8) Attorney's Report  
Attorney Thompson mentioned that they are still waiting for the review from the State Fire Marshal's Office. We need to have a workshop to discuss what's going on. The board chose March 28, 2017 at 2pm at Station 30.
- 9) Union Report  
Chris Spencer, Union President wanted to let the board know that the Union is missing a check for November 2016 and that their attorney is sending IFCD a letter in regards to this. Chief mentioned that all he needs to do is come to him and it will be taken care of. Chief mentioned that we need to set up a meeting for a Closed Session for March 28, 2017 for 3pm.
- 10) 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 and came up with a date for a Closed Session for Collective Bargaining for March 28, 2017 at 3pm after the workshop.
  - a. Public comment  
None
2. Ratification of Article 29 of Collective Bargaining Agreement between IFCD and IAFF Local 4657  
Chief Anderson discussed with the board and will have a meeting on 3/28/17 at 3pm after the Workshop.
  - a. Public comment  
None
3. Status of Fire Stations 31 and 32 Construction  
Chief Anderson discussed with the board.
  - a. Public comment  
None
4. Revisions to District Personnel Policies 301, 701, 709 and add new policy 513  
Chief Anderson discussed with the board.
  - a. Public comment  
None

**Commissioner Halman motions to approve Policy 301 Employee Benefits (Retiree Health Insurance Benefits) and Commissioner Keen seconded. Motion carries 3 to 2. Commissioner Olesky and Commissioner Brister oppose.**

**Commissioner Brister motions to approve Policy 513 Prevention of Workplace Violence and Prohibiting Weapons in the Workplace and Commissioner Halman seconded the motion. Motion carries unanimously.**

**Commissioner Brister motions to approve Policy 701 Employee Conduct and Work Rules and Commissioner Halman seconded the motion. Motion carries unanimously.**

**Commissioner Halman motions to approve Policy 709 Security Inspections and Commissioner Brister seconded the motion. Motion carries unanimously.**

#### B. New Business

1. Bathroom for New Battalion Chief Position Bunk Room, construction  
Chief Anderson discussed with the board. The board suggested get the numbers and bring it back.
  - a. Public comment  
None
2. Remodel of Kitchen at Fire Station 30, construction  
Chief Anderson discussed with the board. The board suggested get the numbers and bring back.
  - a. Public comment  
None



11) Concerns of Commissioners

None

13) Public Comment; Limited to 3 minutes per person

None

12) Adjourn Meeting at 7:10pm

Next Scheduled Meeting(s):

- Regular Board Meeting: April 20, 2017, 6 p.m.; Ave Maria Stewardship Development District, Ave Maria Master Association Office, 5076 Annunciation Circle, Suite 101, Ave Maria, FL 34142

**Fire Commission Meeting  
Immokalee Fire Control District  
Workshop Meeting  
March 28, 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, Olesky and Halman. Chief Paul Anderson, Deputy Chief Michael Choate, Battalion Chief Josh Bauer, Battalion Chief Cunningham, Board Attorney Kenneth Thompson, Alma Valladares, 2<sup>nd</sup> Lt. Cody Rodgers

- 1) Greet Public and Read Public Comment Statement
- 2) Call Meeting to Order at 2:03pm 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) Business of the District

A. New Business

1. Fire Chief Employee Performance Evaluation

Commissioner Halman asked Chief Anderson about giving them a detail of his hours, meetings scheduled for different committees like Apparatus Committee, Equipment Committee, what about the paving of the parking lot. Chief Anderson mentioned that the paving of the parking lot is on hold until the apparatus bay is built.

Commissioner Brister asked to give him a rundown of Seminole Fire Protection and our contract with them; as well as his relationship with the Seminoles. Chief Anderson mentioned that we originally had a 5 year contract prior to him being here. The Seminoles have been wanting their own fire station for years. They gave us a cost of living adjustment but now that they have more representation of the Immokalee Community and they looked at the cost and it wasn't going to cost them a lot of money to provide their own fire station. So, they went ahead and did it. It was explained to Chief that it was purely a political decision within the tribe and had nothing to do with Immokalee Fire or the service provided by Immokalee. Just the Immokalee tribal members wanting the same services that other reservations have. His relationship is good with the Seminoles.

Attorney Thompson mentioned that Commissioner Keen discussed Chief Anderson taking payment of vacation and if that was allowed per the contract. Also, that Commissioner Olesky, Treasurer of the board signed his request per policy 406. Commissioner Goodnight mentioned that he didn't discuss it with the board at the March 16<sup>th</sup> meeting. Commissioner Brister mentioned that there is no loop-hole excuse. Chief Anderson explained that it was his understanding that he was no longer eligible for the annual "buy-back" of vacation time, but the other policy was not mentioned during contract renewal, so he thought he was able to submit a request for Policy 406, Pay Advance, because it isn't a "buy-back", it is a "pay advance" according to the policy. Attorney Thompson mentioned that we have to set up a Special Meeting on 5, 6 or 7<sup>th</sup> of next week to further discuss this. Commissioner Goodnight mentioned that we will have a Special Meeting on Wednesday, April 5<sup>th</sup> at 1:30pm.

Commissioner Halman mentioned that he sent all board members a copy of his comments regarding the morale of the department, administrative authorities, district responsibilities with other districts, other leaders, etc. A leader should address, should be strong to dissolve or confront other means and should be behind the 8 ball. He spoke to other leaders in the community for example: Immokalee Sheriff's Office and mentioned that they consider Immokalee, "an Island by itself".

The Community of Immokalee is who we serve. There needs to be communication with the staff. The morale is lower than ever. The fire fighters are not confident with Chief Anderson. Lack of encouragement like not hiring an inspector in-house is not encouraging the fire fighters for promotions. Delegate other people to go to the meetings.

Attorney Ken Thompson mentioned that the incident with the Cadet we don't know how long it will take for the state to complete their report and get it back to us. They will address it to the district and the board. Chief Anderson mentioned that the Cadet was there as an observer and he knows of other places that have had observers in controlled burn buildings. The previous day another member of the department took the Cadet in a fire and nothing was said about that. The NFPA says that as long as it's part of a training exercise it's allowed. All other Cadets were invited but they didn't show up. We are creating policies for that. The policy isn't clear of what applies to this situation. Attorney Ken Thompson also mentioned that the policy is not well written. Also that the NFPA standard is a North American standard and not just the U.S., because the age to be a Volunteer Firefighter in Canada is 15. Also Chief Anderson mentioned in regards to the other Chief's saying something about not helping us. He hasn't heard anything about that. He speaks out on what's in the best interest of Immokalee and Ave Maria.

8) Public Comment; Limited to 3 minutes per person

Abraham Osvey, Kountry Kitchen Owner mentioned that Chief Anderson went and spoke to his son about his daughter eating shrimp one night and getting sick. She had to be rushed to the hospital and was on a ventilator for 3 days. That he had hired an attorney. Chief Anderson mentioned that this has nothing to do with his employment. Chief Anderson said he simply went to leave a message for Abraham's son to call him. He needed to speak with him about this.

Battalion Chief Cunningham mentioned that this is a pattern of behavior that won't change. If all this is coming out, he doesn't want to be here anymore. He hates coming to work. If these types of violations are occurring during his contract, shouldn't there be a violation or suspension while it's under investigation. Attorney Thompson mentioned that he is overstating his place. They will complete due diligence and have spoken to the Labor Attorney Lara Donlon. We have a Special Meeting in place and it will be discussed then.

Battalion Chief Josh Bauer mentioned that he shares Cunningham and Halman's sentiments. His behavior is unbelievable. Leo Rodgers, Fire Marshall was here for 35 years went unnoticed and he was treated like nothing. He and his men pitched in for a plaque. He left because he couldn't work under Chief Anderson anymore. Chief Anderson said the District did get Leo something. Another thing, he mentioned to Chief Anderson that David Patterson went by ambulance due to heat exhaustion and he didn't even blink. Morale is very low. He has talked to Chief Anderson but it doesn't go anywhere. He doesn't listen. Things are very bad. Commissioner Goodnight mentioned that the last couple of days it has been very stressful due to several things coming up and it will get taken care of. Commissioner Keen mentioned that she had brought several complaints and no one said anything.

2<sup>nd</sup> Lieutenant Cody Rodgers mentioned that a lot has been said and he agrees with Chief Bauer and Chief Cunningham. Also, that before he wouldn't say anything due to being scared of retaliation but not anymore. It's time to take responsibility.

9) Meeting Adjourned at 3:02pm

Next Scheduled Meeting(s):

- Board Closed Session for Collective Bargaining, March 28, 2017, 3:00 p.m.; Immokalee Fire Station 30, 502 New Market Rd E, Immokalee, FL 34142
- Regular Board Meeting, April 20, 2017, 6:00 p.m.; Ave Maria Stewardship Development District, Ave Maria Master Association Office, 5076 Annunciation Circle, Suite 103, Ave Maria, Florida 34142



# Immokalee Fire Control District

502 New Market Road East, Immokalee, FL. 34142

Board of Fire Commissioners



## Action Item Worksheet

<b>Agenda Item:</b> 7.F.	<b>Prepared by:</b>	P. Anderson
<b>Subject:</b> Status of Current Contracts	<b>Date Prepared:</b>	2017-03-27
<b>Meeting Date:</b> 2017-04-20		

**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:** 7.G.

**Prepared by:**

P. Anderson

**Subject:** HUD CDBG Application Approval

**Date Prepared:**

2017-03-27

**Meeting Date:** 2017-04-20

**OBJECTIVE:** To receive Board of Commissioners (Board) approval for two (2) U.S. Department of Housing and Urban Development (HUD) Community Development Block Grant (CDBG) applications to support construction of a new Central Fire Station in Immokalee.

**CONSIDERATIONS:** The Board has previously approved replacement of Fire Station 31 on Carson Rd. The Board has also previously discussed the construction of a Central Fire Station in Immokalee. Both the Fire Station 31 project and the proposed Central Fire Station project had been placed on hold awaiting opportunity for possible federal funding assistance, including the intent of applying for a HUD CDBG, which the Board directed the Fire Chief to apply for at the November 17, 2016 regular monthly Board of Commissioners meeting. The timeline for grant application submittal did not provide adequate time for pre-approval of the actual completed application at a regular District Board meeting, so after-the-fact approval is being requested for the completed grant application per direction by the Board on November 17, 2016 for the Fire Chief to submit the application when the application period is open.

The Board will have the opportunity to accept or reject the funds if the grant is approved.

**FISCAL IMPACT:** Budgeted funds for Fire Station Construction would be utilized for the District's share of the cost of this project.

**RECOMMENDATION:** To approve an After-The-Fact HUD CDBG application submittal to fund purchase of property and building design for the Immokalee Central Fire Station Project totaling \$600,000 in HUD funding and an estimated \$165,000 in IFCD funding.

**POTENTIAL MOTION:** I motion to approve the HUD CDBG Application.

Mar-17

IMMOKALEE FIRE APPLICATION		
	#	COLLECTED
FIRE Application - Architectural	5	\$ 1,036.16
FIRE Application - Fire Alarm - Commerical	2	\$ 180.00
FIRE Application - New Fire Suppression System	1	\$ 65.00
FIRE Application - Sprinkler System	2	\$ 100.00
FIRE Application - Underground Fire Line	1	\$ 100.00
TTLs	11	\$ 1,481.16



Mar-17

IMMOKALEE FIRE CODE REVIEW		
	#	COLLECTED
Fire Code Review - CARNY	1	\$ 100.00
Fire Code Review - Insubstantial Change to Construction Plans	1	\$ 100.00
Fire Code Review - Insubstantial Change to Site Plan	1	\$ 100.00
FIRE Review Fee - Alarms - Commercial	2	\$ 1.95
FIRE Review Fee - Sprinkler Systems	1	\$ 25.65
FIRE Review Minimum Fee	2	\$ 271.00
FIRE Second Correction	1	\$ 75.00
TTLs	9	\$ 673.60

Mar-17

IMMOKALEE FIRE INSPECTION		
	#	COLLECTED
FIRE Inspection Add/Alt - Commercial	4	1251.65
FIRE Inspection - Alarm Monitoring	1	\$ 100.00
FIRE Inspection Alarm - Remodel	2	\$ 403.00
FIRE Inspection Minimum Fee - (not otherwise noted)	1	\$ 100.00
FIRE Inspection Sprinklers - Remodels Per Tower	1	\$ 227.00
TTL\$	9	\$ 2,081.65

Mar-17

IMMOKALEE IMPACT FEES		
	#	COLLECTED
Fire Impact Fee - Immokalee - Non Res	0	\$ -
Fire Impact Fee - Immokalee - Res	38	\$ 99,528.15
TTLs	38	\$ 99,528.15

**STATUS REPORT: MARCH, 2017**  
**Michael J. Choate, Interim Fire Chief**

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**Completed Projects**

- IFCD 5 Year Capital Improvement Plan Completed (Pending Staff Meeting)
- IFCD Comprehensive 5 Year Capital Improvement Strategic Plan (Pending Staff Meeting)
- Graphics Change on Tower, T-32 to T-30
- 37 Complete Scott Airpacks (Arrived and Training in Progress)
- 4 Thermal Imaging Cameras (Arrived and Training in Progress)

**On Going Projects**

- Worker Compensation Claims/Investigation
- Asset Inventory
- Disposal List for Capital Assets
- Drafting a Ride Along Policy/SOG
- Service Award Policy/SOG
- Ladder and Aerial Testing (Scheduled for April 14 and 15)
- Skid Unit with Water Tank for New (Refurbished) Brush Truck in Progress
- Working to Standardize all Medical Equipment Throughout Entire Department
- Station-30 Bay Extension/Addition (Variance Filed)
- Station-30 Battalion Chief Bathroom (North Collier)
- Station-30 Parking Lot Resurfacing (Scheduled for April 13 and 14)
- Station-30 Complete Kitchen/Dining Room Remodel (North Collier)
- Station-32 Parking lot and surrounding areas Resurfacing (Scheduled)
- Online Uniform Store (Each Employee will have to ability to order with Allowance)
- Small Unmanned Aircraft (Drone) SOG
- Active Shooter Training and County Wide Uniform SOG
- Response to Mass Violence Events SOG
- Annual Health Check/Physical Strategic Plan
- Fire Prevention Company Inspection Form and SOG (On Hold)

**Purchases/Quotes**

- Medical Equipment Research and Purchase
- 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

## **Other Notables**

- **Monitoring Closely the interlocal agreement with North Collier for our Fleet Maintenance...**
- **“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)**

# **New Business**



**Section 12.4 – Pay upon Promotion**

Upon promotion to a classification with a higher pay grade, the employee shall receive the base salary of the new position or a 5% pay increase, whichever is greater. The pay increase will be a maximum of 3% during the probationary period, with the balance of the pay increase (to either the base pay of the new position or the remaining 2%) upon successful completion of all probationary periods and requirements.

**Section 12.54 – Requirements to take the Lieutenant's Exam/and Promote**

Qualifications:

- Not less than (4) years of experience; and a minimum of (4) years with the District.  
Serve in capacity as acting LT or 2<sup>nd</sup> Lieutenant for min of 1 year, unless insufficient number of candidate exist to fill promotional needs.
- History of meeting "satisfactory" ratings in the performance evaluations over the past two-year period.
- No suspension, demotion within one year.
- Possession of a valid Florida Driver's License.
- Possession of a valid EVOC or EVDT certificate.
- Possession of State of Florida Fire Officer One certificate.
- Possession of State of Florida EMT License for all personnel hired after September 30, 2012.

**Section 12.75 - 2<sup>ND</sup> Lieutenant Requirements**

Qualifications;

- Not less than (3) years' experience; and a minimum of (2) years with the District, unless insufficient number of candidates exist to fill promotional needs.
- History of meeting "satisfactory" ratings in the performance evaluations over the past two year period.
- No suspension or demotion within one year.
- Possession of a valid Florida Driver's License.
- Possession of a valid EVOC or EVDT certificate.
- Working towards Florida Fire Officer I certification with completion of at least 40-hour Company officer class, 40-hour Tactics and Strategies class, and FOI certification within (2) years of promotion.
- Aerial Apparatus Operations Course.
- Truck Company Operations Course within 1 year of appointment.
- FLUSAR Rope Rescue Operations Level Course within 1 year of appointment.
- Possession of State of Florida E.M.T License for all personnel hired after September 30, 2012.
- Approval from Shift Commander
- Must successfully pass promotional process outlined in 12.2



## **Section 12.8-6 - Engineer Requirements**

### **Qualifications;**

- Not less than (2) years' experience; and a minimum of (1) year with the District, unless insufficient number of candidates exist to fill promotional needs.
- History of meeting "satisfactory" ratings in the performance evaluations over the past two year period.
- No suspension or demotion within one year.
- Possession of a valid Florida Driver's License.
- Possession of a valid EVOC or EVDT certificate.
- Possession of Florida Pump Operator Certification.
- Aerial Apparatus Operations Course.
- Truck Company Operations Course within 1 year of appointment.
- FLUSAR Rope Rescue Operations Level Course within 1 year of appointment.
- Possession of State of Florida E.M.T License for all personnel hired after September 30, 2012.
- Approval from Shift Commander
- Must successfully pass promotional process outlined in 12.2

**Section 17.6**

The District shall be under no obligation to provide light-duty assignments to individuals recovering from non-work-related injuries or illnesses. Such assignments shall be provided when it is to the mutual benefit of the District and employee of as requiring by law. Such assignments may be outside of the employee's regular work duties, hours, conditions, and rate of pay. Preference in the assignment of any light duty function shall be provided to employees suffering from District work-related injury or illness.

**Section 17.7 Workers Compensation**

If an employee is injured in the line of duty, he/she must notify the Chief or designee, and file for Worker's Compensation under Florida Statute within two (2) hours of the injury becoming evident as provided for in Florida Statute 440.185. If the claim for Worker's Compensation is approved as an injury in the line of duty, the District will pay the difference above the Worker's Compensation check to make up the regular salary of that employee on a per pay period basis up to a period of three (3) months, with a full doctor's report. The Immokalee Fire Control District Board of Commissioners must approve any additional extension of payment beyond the three (3) month period.

# **Old Business**

**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 <sup>nd</sup> 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<sup>D</sup> to minimum of<sup>a</sup> 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, calculated in quarter-hour increments, for all full one-hour increments time worked in the higher classification. Differential pay will be included in the member's base rate of pay for the applicable work period for OT calculation. Designations in a higher classification for partial hours shall not receive the differential. The employee "working out of classification" must be eligible, meet the qualifications of Section 12.5 of this CBA, and be

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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. A suspension or demotion within one year shall not automatically disqualify a member from being designated to act out of classification. Further, taking the promotional exam and passing same is ~~not~~ a prerequisite to qualify for the designation of working out of classification.



**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.

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\$ 1,500 each, max of (2)	\$ 750 each with max of (2)
Fire Officer 1 (F01) (bargaining unit positions requiring FO1 are not eligible for this incentive)	(3) Air Pack Coordinator
Fire Officer II, III, or IV (F0 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
<b>Special Ops Incentives</b>	(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.