

**Fire Commission Meeting
Immokalee Fire Control District
Board Meeting
September 15, 2016**

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, Halman. Chief Paul Anderson, Deputy Chief Michael Choate, Board Attorney Kenneth Thompson, Alma Valladares, Chief James Cunningham, Becky Bronsdon, President of Union Chris Spencer. Commissioner Olesky arrived at 7:20pm

1) Call Meeting to Order

Meeting called to order at 6:19pm by Commission Chair Goodnight

2) Pledge of Allegiance

Lead by Commissioner Goodnight

3) Prayer or Moment of Silence

Lead by Commissioner Goodnight

4) Proof of Publication

Copy of publication for annual schedule

5) Establish a Quorum

Quorum established by Commissioner Goodnight. Commissioner Olesky is still absent but will be here shortly.

6) Approval of Agenda

Commissioner Brister motioned to approve the Agenda and seconded by Commissioner Halman. Commissioner Brister amends his motion.

Chief Anderson is requesting to move 11.B. New Business 3, 4 and 5 to the top so that we can have plenty of time for the other ones or do we want to leave it as it is. Commissioner Keen has some questions on Chief's Report and status of contract.

Commissioner Brister motioned to approve the Agenda and seconded by Commissioner Halman. Motion carries unanimously.

7) Approval of the minutes of the following meetings:

A. August 18, 2016 Regular Board Meeting

B. August 19, 2016 Budget Workshop

Commissioner Halman motioned to approve minutes for both meetings and Commissioner Brister seconded the motion. Motion carries unanimously.

8) Treasurer's Report

Commissioner Keen motioned to approve Treasurer's Report and Commissioner Brister seconded the motion. Motion carries unanimously.

Consent Agenda

Commissioner Keen has some questions on Chief's Report and status of current contract.

Commissioner Keen motioned to approve Consent Agenda with the exceptions of 9.B and 9.C and Commissioner Brister seconded the motion. Motion carries unanimously.

A. Fire Marshal's Report

B. Chief's Report

Commissioner Keen is asking what the Promise Zone is. Chief Anderson mentioned that Immokalee has been included in the Federal designation of the Promise Zone. It is for rural areas and for low income areas. It gives priority on federal grant money and other grant money to Promise Zone areas. Many benefits for Immokalee.

C. Status on Current Contracts

Commissioner Keen asked about the contracts that are coming to an end at the end of the month. Chief Anderson mentioned we can go down the list individually, but he has already worked on renewals of those needing to be renewed and that others automatically renew if no action is taken, but we do need to make a decision for our Payroll Company.

D. Revisions to District Personnel Policies

A. Policy 302 Vacation Leave

B. Policy 403 Incentive Pay

Commissioner Brister motioned to approve items 9.B and 9.C on the Consent Agenda and Commissioner Halman seconded the motion. Motion carries unanimously.

9) **Union Report**

Bryan Horbal, Union Vice President mentioned that Lt. Derek Neuman is doing an honor flight. He is taking a veteran to the memorial in Washington D.C. He was selected out of a pretty large group. It's a pretty big honor. We have had several promotions for Lieutenant and Engineer. We are moving forward but wanted to mention that he didn't receive his packet this month.

10) **Business of the District**

A. Old Business

1. Status of Fire Station 31 and 32 Construction

Chief Anderson discussed with the board. Commissioner Goodnight mentioned to work on speaking to Blockers and Soto and bring it back next month.

a. Public comment

None

B. New Business

1. Inter-Local agreement with North Collier Fire and Rescue District for Payroll and Accounts Payable Functions

Chief Anderson, Chief Cunningham and Becky Bronston discussed with the board.

Commissioner Brister mentioned to bring back some numbers by September 29th meeting.

a) Public comment

None

Commissioner Brister approve to direct Chief Anderson to draft an Inter-Local agreement with North Collier Fire and Rescue District for Payroll and Accounts Payable for October 20, 2016 Agenda, placed after Higginbotham presentation and Commissioner Halman seconded the motion. Motion carries unanimously.

2. Inter-Local Agreement(s) with North Collier Fire and Rescue District for Administrative, Management and other Functional Operations

Chief Cunningham, Becky Bronston and Chief Anderson presented a power point presentation and discussed with the board. Commissioner Goodnight mentioned for Chief Cunningham to bring back the figures by September 29, 2016. Attorney Thompson discussed with the board.

a) Public comment

Battalion Captain Josh Bauer mentioned that it would be a cost savings, sharing resources, reduction on health insurance, saving put back on employees. It would help if the deductible is raised. If we do this, our employers will be happier; we won't have the transition of employees, pay rates are increased and they are not so likely to leave; which has been a plank in this department and will continue to be a plank in this department. Consider our guys.

Training Captain Paul Devan mentioned that he is a resident of North Collier and there is a need in Immokalee and Ave Maria. We look to keep our guys safe. We have experience but they can offer the massive help on big calls and their personnel will help us. It's difficult because we are running with 2 men on one engine. My mom who lives in Ave Maria deserves the best level of service and deserves advance life support. These objectives can be met with us working together, united together. We have been working a lot with a little for too long. It's about time we get some help here and it's about time we start meeting these National Fire Protection Association requirements.

FF/EMT Armando Negrin mentioned that in his time that he's been here; which has been 7 or 8 years now, he has never heard a plan that has come across the board that has the consideration and welfare of all the fire fighters in mind than this plan has. He implores all the commissioners to take their time and review this plan, including Attorney Thompson. It's time we are taken care of because we provide a superior level of service with the manpower that we have; day in and day out for this community.

Battalion Captain Tom Cunningham mentioned that before he was promoted to Battalion Captain, there were two things constantly on his mind that he pushed for and argued for and that was, "What is best for the citizens and the District and what is best for the fire fighters." Up until now, there hasn't been a plan in place that will take care of both of those things. This will affect both employees and the district. We are at a point now where we are continuing to lose highly trained employees. Mainly because they have a secure future and money is a huge thing. This plan down the road will take care of those problems. The most important thing is the manpower increase. He is asking to allow us to move forward and see the benefits to your community. He puts the people of Immokalee before his life. He is asking the board to start putting the fire fighter's lives as a priority also.

Chief Anderson mentioned that he needs direction from the board as to what to do.

Commissioner Goodnight mentioned that we need to move forward and see what it is because this has a lot to do with her goals to increase the amount of money we are paying our fire fighters and our Retirement is more stable.

Commissioner Brister is interested but wants more information. He isn't against moving forward.

Commissioner Halman is all for having Chief Anderson look into this Inter-Local agreement more in-depth. He can't find any fault in any of the issues that Attorney Thompson brought up. He is ready to move on and come up with some kind of agreement.

Commissioner Keen mentioned that she is interested in what is good for Immokalee and the fire fighters but would like more information.

Commissioner Olesky mentioned that it seems like they want us to merge and if there is a need for help, there will be help.

Chief Cunningham mentioned that after the financial analysis that we have a joint board meeting to present all the information at the same time. Have an open dialogue there and you can go back and do your formal approvals, if they were to do that.

Bryan Horbal, Lieutenant mentioned that they appreciate the devotion to the guys and also that he's lost sleep, hasn't eaten and he's such a wrench. It's so refreshing that they are looking at this and to hear that the board hears them and care for them.

3. Title Changes of Battalion and Lieutenant positions

Chief Anderson discussed with the board. Table and bring it back in October.

a) Public comment

Bryan Horbal, Lieutenant mentioned that this is something we would have to bargain in tomorrow's meeting. Chief Anderson agreed that the Lieutenant position would need to be bargained if the union demanded bargaining, but the Battalion position is not part of the bargaining unit and does not have to be bargained.

4. Decrease dollar Value for Fixed Asset Inventory Threshold

Chief Anderson discussed with board.

a) Public comment

None

Commissioner Brister approve of decreasing dollar value for Fixed Asset Inventory Threshold To \$500 and Commissioner Olesky seconded the motion. Motion carries unanimously.

5. Set Date for Closed Session for Collective Bargaining and Contract Negotiations

Chief Anderson discussed with the board. The board came up with September 28th at 1pm.

a) Public comment

None

Commissioner Halman approve the date for the Closed Session and Commissioner Brister seconded the motion. Motion carries unanimously.

11) Concerns of Commissioners

None

12) Public Comment

None

14) Adjourn Meeting at 8:38pm

Next Scheduled Meeting(s):

- **Closed Bargaining Meeting: September 28, 2016 at 1pm, Immokalee Fire Control District Station 30, 502 New Mkt. Rd. E. Immokalee, FL 34142**
- **Final Budget Hearing: September 29, 2016 at 5:05pm, Immokalee Fire Control District Station 30, 502 New Mkt. Rd. E. Immokalee, FL 34142**