

BAYSHORE FIRE PROTECTION & RESCUE SERVICE DISTRICT  
MINUTES OF THE BOARD OF COMMISSIONERS MEETING  
September 9, 2019

**Meeting called to order** at 7:15 p.m. by Chairman Hansen

**Invocation** – Commissioner Hansen

Commissioner Hansen – Present  
Commissioner Griffin – Present  
Commissioner Mere - Present  
Commissioner Ducrou – Present  
Commissioner Cook – Present  
Chief Larry Nisbet - Present  
Office Manager - Present  
Attorney Ian Mann – Absent

**Others Present:** Some Public & Staff

**Public Input Agenda Items** – None

**Minutes** – Review and Acceptance of the minutes of the August 13, 2019 Board Meeting. Motion made by Commissioner Cook to accept the minutes. Commissioner Griffin seconded the motion. Chairman Hansen calls for questions or comments. Hearing none, he calls for any opposed and with none opposed, motion passed.

**Financial Report** - Review & Acceptance of the August 2019 financials. Commissioner Mere moves to accept the August 2019 financials. Commissioner Ducrou seconded the motion. Chairman Hansen calls for questions or comments. With no questions or discussion offered, and none opposed, motion passed.

**Fire Marshal and Administrative Reports** (attached) – Chief Nisbet states there were no inspection activities except for today. He goes on to state he and Captain Underwood did the 6-week inspection of MW Horticulture's main site, but not their site that received the fine for hurricane debris, that site is down to 10' or less as they've had a contractor working with them on that. Regarding the main site, the only noted fire code deficiency is some concern over pile heights. They've made significant progress in the last 6 weeks in terms of meeting fire code compliance. We will reinspect in 6 weeks and if their pile heights are good and they maintain everything they have now, we'll probably go to a 90-day inspection. As of now, they have really had a reduction of material. Chief Nisbet continues, we have 17 permits for Britewater single-family homes; 3 or 4 of those have cleared all the hurdles. There's a construction trailer out there now and we should start to see homes coming out of the ground probably within a week. Phase II has some areas that were kicked back but it's moving forward; there is no update on the lagoon. We are not confirmed, but believe the water system has been turned over to Lee County, and as soon as we get confirmation, we will test and number those hydrants. Chief Nisbet reads the Administrative Report into the record and offers to answer any questions. Commissioner Ducrou asks how MW Horticulture is doing on their payment. Chief Nisbet states they have made one \$500 payment. Chairman Hansen calls for any

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further discussion or questions on the Administrative Report and hearing none, Chairman Hansen calls for Union Petitions.

**Union Petitions** – Hearing none Chairman Hansen calls for Old Business.

**Old Business** –

- **Ratify Union Contract** – Chief Nisbet states, Commissioners, as we discussed in Executive Session, with our negotiations with 1826, following that we reached a tentative agreement of 4% raise for FT staff beginning October 1, 2019, along with the previously negotiated 1.5 COLA, and everything above Probationary Firefighter was adjusted; an increase in incentive pay by 25% with a maximum incentive pay of \$5,544 or \$1.9 an hour, created a ride-up Engineer incentive and a ride-up Captain incentive qualifications, and increased tuition from \$400 to \$800 since tuition costs have gone up substantially since that rate was set. The District will maintain the current Health, Dental and Vision plans along with the Transamerica plan which we saw about a 2% increase on that, and the District is also looking into Cancer coverage and to see if we can cover the employees that have been here less than 5 years. We still have not yet selected a company for that but we budgeted the highest rate that we had gotten so far but we probably won't take that. The Bargaining Unit did heavily want a 50% increase in incentive pay because our incentive pay is extremely lower than any like agencies. He went as per Board request on language requiring them to mandate them to have a certain ride-up position by 18 months, or 24 months if they were Engineer to Captain; and with negotiating back and forth, they agreed to the 25% incentive and he agreed to forgo the ride-up mandate this negotiation. He did receive assurance from them that they will actively engage their firefighters to qualify at the end of their probation. Commissioner Mere asks if there was any particular reason why they didn't want to accept that verbiage? Chief responds they were concerned about any disciplinary action down the road, he feels possibly more for the Captain, if somebody didn't want to be a Captain, they wanted to stay an Engineer, doesn't want the responsibility, but he did explain that we are not a large department and we don't have that luxury, and it was the only concession we had to make in the process, to obtain the 25%. Commissioner Ducrou asks about our incentives being a lot less than comparable, looking for the others' numbers. Chief states the DVP had those numbers but Chief did not bring them, but even at 50% it wasn't close. Commissioner Ducrou states, he would like to see these comparisons for reference when discussing these points. He'll take Chief's word but would like to see the documents. Chief did speak to them for future negotiations we needed a better picture of where the comparisons are with length of time in positions, he does understand we won't meet everything, but he'd like to stay in the market and keep the guys we have. Commissioner Ducrou states he wants to everything we can within the budget we have. I felt like the Board was going to do everything possible but I feel like the station has dire needs also. Chief Nisbet states I felt very comfortable at 4% here because they originally came in at 6. Chief Nisbet quotes the difference in pay for positions by percentage to the closest department. Commissioner Ducrou states he had a talk with the Local because their numbers were terrible. The data they based it on didn't show comparable for Captains in the departments we look at for the same comparable years. You may be comparing a Captain here with 5 years to a Captain somewhere with

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20 years in another department. You can't do that. So, I think what they do next year is going to be completely different and I'll get a copy of it to help us make a better-informed decision. Chief Nisbet states he looks at his budget and they talk about it, and we are pretty much right about where he wanted to be. Commissioner Hansen asks if there's a reason they asked for 6%. Chief says because of the percentages they have for the payroll numbers. He asks the Board not to do any more, as he would like to build up the reserves some more. Commissioner Ducrou states he feels we need to spend some of the reserves, but they need to be in the building improvement instead of somewhere else. Chairman Hansen asks if there's any further discussion on the Bargaining Unit Contract. Hearing none, Commissioner Ducrou moves to ratify. Commissioner Mere seconded the motion. With all in favor, motion passed.

- **Synovus Interest** –Chief Nisbet informs the Board Synovus has agreed to give us the 2% interest on the Money Market account. Commissioner Mere asks about a guarantee. There was no guarantee and with the Fed dropping rates in the foreseeable future, we do not know how long they will hold the 2%. Chairman Hansen calls for any further questions or discussion and hearing none, he moves to the next topic.
- **Vehicles in Inventory with Miles** – Chief Nisbet brings the Board's attention to the fulfillment of their request for vehicle inventory with miles and hours and ages of all Department vehicles, noting that the two vehicles that are on loan from Forestry are listed separately but that their information is also provided. Commissioner Ducrou asks what the vehicle maintenance records are reflecting as far as future needs. Chief Nisbet responds that, for instance, over the last year, E-131 we had a crank case filter that had to be replaced, they did notice a slight power reduction, we have binders with everything in them that Captain Brunson maintains. Engine 132 had a pump bracket that rusted out; some type of flaw, Pierce took care of that for us. Some electrical issues, which he says are a real pain because everything runs through the multi-plex system now. We still have a PTO chatter on E-132 but it is just something in the design and they are aware of it but don't seem to be too concerned about it. Commissioner Mere asks if we have any significant expenses that would justify looking to replace at this time; because the cost of keeping is going to be more than the valuation of the truck? Chief responds, as of right now, I can't say no. Right now, I don't have anything in there, but I guess it gets into what are we looking for in the longevity of a truck? If I go with the NFPA recommendation of some stuff, at 10-15 years for front-line engines, they should be considered for reserve status, and then after 20-25 years they should either go to a training truck or be removed. There's some discussion of the odds & ends we've taken care of as we went on various vehicles and the condition of the pick up which is 18 years old is not being used as much it should be, and should be used more as we get into the daily inspections, we are going to have to perform with the District's growth, but for right now; it's just something we need to "keep on the radar" as it will definitely require addressing in the future. Commissioner Ducrou feels if we are going to need one in 4 years, he feels it is something we need to line item funds for so that when the time comes, we can afford it. Chief Nisbet agrees because it still leaves as much money in the bank as possible and until we get to our fourth full time person back on, I would probably still lean that direction. There's discussion about the great interest rates we got on the last two trucks and the Impact Funds which won't apply to replacement vehicles, and grants, compared to outright

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purchases and State Bid prices. Commissioner Ducrou asks if we ever replaced the odometer on the pickup, because the hours to miles implies we drove 331mph by math. (Research reveals the “hours” provided were trip miles and the truck does not have a hours used clock). There is discussion of the need for a side by side due to rural rescues out here and Britewater has expressed some interest in providing one, but nothing solid yet. Chief states he will have discussions in probably October with Syd Kitson to see where they’re at with the Lee County portion of their project. It is decided we can address the vehicle issues either during the budget year after we get the audited numbers from the auditor, or at the next budget cycle, but for now everything is just in unrestricted Reserves. With no further old business, Chairman Hansen calls for new business.

**New Business –**

- **Marathon pay by phone/on line –** Office Manager states Marathon is using a clearinghouse to process payments and consequently it takes 7-10 days for payments to apply, consequently, it isn’t always timely to wait for the two-week check issue cycle we use to get the payment recorded before they want to charge late fees, so she requests the Board allow pay by phone so the payments can be made to our bill schedule and still record with Marathon before we have an issue or fee imposed. We do pay in full every month; we did get them to waive the fee this month since the payment was showing in the clearing house to be posting to the account the same time the fee was to be posted. With some discussion as to what the card is used for, how much it is, and why we have it at all, it is decided to permit the Office Manager to pay by phone or online, as we do save on the taxes as we are tax exempt with them. Commissioner Mere moves to allow to do either, and Commissioner Griffin seconded the motion and with all in favor, motion passed. With no other New Business, Chairman Hansen calls for Chief Items.

**Chief Items –** Chief Nisbet states in discussing options with Commissioner Ducrou regarding station improvement, he requests we hold for now as he may have to bring some hardware and portable radios up for purchase because of the P25 upgrade which he has applied for a grant, and while they have issued some awards, we have not received either a rejection or a grant. If we do not get the grant, we are going to have to look at that this year. Commissioner Ducrou asks when that would have to be purchased. Chief Nisbet responds probably by October next year. Commissioner Ducrou asks when Chief expects to have numbers. Chief responds, he hopes by next week. Commissioner Ducrou asks how many portable radios we are looking at. Chief Nisbet discusses the problems with them, parts, support and technology. He responds the grant is for 18 and he will probably also need a mobile for his truck. Radios are assigned by vehicle & seat position and must remain as designated for tracking and safety regarding calls and dispatch and location services. He put in for dual band so they will also do VHF for comm with Forestry. If we don’t get the grant, it may be \$1000 less per radio to forgo the VHF. Commissioner Griffin asks how old the portables are. Chief Nisbet responds, majority are 12-15 years old. Chief Nisbet states we just got one through insurance and it cost \$6,700 for the radio, spare battery and lapel mic. Life of the radios is about 10 years now. Commissioner Mere asks if we ever got the

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Blue Tooth set up on the brush trucks. Chief says no because he's going to try to trade the old 2500 & 5000 radios for the headsets and blue tooth if we get the grant. Commissioner Mere asks how much the grant is. Chief responds our match is \$6,500 for 19 radios, dual band, extra batteries, lapel mics, vehicle and station chargers; our match is 5%. Commissioner Ducrou asks if it will be less if we can get them on the County's and have the 5% match. Chief doesn't know if he would be able to do that, but it would be less. There is discussion about radio capability and compatibility, which brings Chief to the discussion about the other replacement issue this year which is the CAD system. MDCs are not supported any more. Chief says he's looking at updating the five-year plan due to all the capital expenses that require addressing, including the lighting systems inside the building; the back building and a climate-controlled storage. With no further discussion Chairman Hansen calls for Commissioner Items.

**Commissioner Items** – None. Chairman Hansen calls for Public Input

**Public Input** – None - Chairman Hansen calls for recess for Motion to Adjourn

**Adjournment** – Commissioner Ducrou moves to adjourn. Commissioner Mere seconds the motion and with none opposed meeting is adjourned 7:56p.m.