

BAYSHORE FIRE PROTECTION & RESCUE SERVICE DISTRICT
MINUTES OF THE BOARD OF COMMISSIONERS MEETING
August 12, 2014

Meeting called to order at 7:00 p.m. by Chairman Ducrou

Pledge of Allegiance

Invocation – Commissioner Hansen

Commissioner Ducrou – Present
Commissioner Hansen – Present
Commissioner Cook – Present
Commissioner Griffin – Present
Commissioner Klos – Excused
Chief Larry Nisbet - Present
Office Manager - Theresa Sharp - Present
Attorney Ian Mann – Absent

Others Present: Some Staff & Public

Minutes – Review and Acceptance of the minutes of the July 8, 2014 Board of Commissioners meeting. Motion made by Commissioner Cook to accept the minutes. Commissioner Griffin seconded the motion. Chairman Ducrou calls for questions or comments. With no questions or discussion and none opposed, motion carries.

Financial Report - Review & Acceptance of the July financials. Commissioner Cook moves to accept the July financials. Commissioner Hansen seconded the motion. Chairman Ducrou calls for questions or comments. With no questions or discussion, and none opposed, motion carries.

Fire Marshal and Administrative Reports (attached) – Chief Nisbet reads the Fire Marshal and Administrative reports into the record. Chairman Ducrou calls for any other questions or comments. With no further discussion or questions, Chairman Ducrou calls for Petitions.

Petitions before the Board/Public Input – Chair calls Jason Snyder. Jason introduces himself for the record. He states he presented the Board Members with a letter last month and asks if the Board has any comments or feed-back regarding the letter. Chairman Ducrou states he personally, doesn't have any comments; he states he believes it went through the process with the Department and the Union, as it states in the contract. He defers to other Board Members if they have input. Commissioner Cook states he feels bad for Jason, but Chief is the one who runs the Department and it would undermine him if they should decide differently. Mr. Snyder says he understands... Commissioner Hansen states I don't think we can talk too much about it because of the Fair Labor; right? Chief Nisbet states, "Right, if the Board does take any action on that, because of the contract language and arbitration, Commissioner Ducrou can confirm this, it would create an unfair labor practice." He adds, and we did get that confirmed through the attorney. Mr. Snyder states "So I'm being punished for things that occurred while I was off-duty? That's not an

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un-fair labor practice?" Chairman Ducrou states, the processes we have here, we have an agreement we entered into with Local 1826 for your District, and if the process isn't to the satisfaction of the employee, the employee has an internal grievance procedure, and if the Union believes that grievance has merit, then they would bring forth a case and go to arbitration over that. That didn't happen, so... They believed it did have merit, so we have to stand by the actions of the Fire Chief. Mr. Snyder asks, so my only recourse is legal recourse at this point? Chairman Ducrou states we are not going to advise you on what you can do. Mr. Snyder states, I understand that, and asks again, there's nothing I can do without taking it to the next step? Chairman Ducrou states it is a closed matter for us. Commissioner Griffin states there is nothing we can do. Commissioner Cook agrees, I don't think we can do anything. Mr. Snyder thanks the Board. The Board thanks him. With no other cards turned in and no other Public Input offered, Chairman Ducrou calls for Old Business.

Old Business –

- **Certificate of Deposit** – Chief Nisbet states the Board has authorized him to liquidate 3 certificates of deposit; and he now asks for one more. He states his initial assumptions on that was correct on the funds we will need, however our last SAFER disbursement on personnel will not take place until September 14, or thereafter, with about a ten day window, and we are not going to have that cushion in there to address that, so he asks for authorization to cash out one more certificate of deposit. Chairman Ducrou entertains a motion to allow. Commissioner Cook moves to allow the liquidation of one more CD to cover operational expenses. Commissioner Hansen seconded the motion. With none opposed, motion carries. Chief Nisbet offers, to give the Board an idea, with just some rough math calculations right now, it looks as though we will come in a little under budget this year, but it is going to be very, very close.
- **Fire Assessment** – Chief Nisbet states we put this on old business, and I had conversations with several of the Board members, and Commissioner Cook had asked us to look at some options available; currently, the language that's in there for the November ballot, reads as the original proposal was presented, with the original amounts that we went for back in June. We have some different scenarios, and I'll let Commissioner Cook elaborate more if he would like, but he asked me to try to get a rate that was close to \$400. And by doing that, we could amend our Resolution to 70% of what we had requested on the initial assessment, which would take the residential to \$412, the commercials to \$0.36 per square foot up to 66,000sf, industrials and warehouses would be \$0.03sf, institutionals, he continues, based on your last directional; we set at \$0.36 per square foot, and with the request I got from Commissioner Cook to look at a rate with no cap, \$12.82 per acre being the result. That would generate approximately \$1, 284,117 based on the assessment alone. That would allow us, if we got approved, with the current numbers we have in the District, we would be able to hire three of the six back at that point. Commissioner Cook adds that we would be sitting with nine, which would work. Commissioner Ducrou asks if we would be at \$400 plus full millage. Commissioner Cook states it would be \$412 and no millage. Chief Nisbet states that he did look at if there was a one mill millage on that,

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we would have enough to do everybody. It would create enough, it would create about another \$300,000. Commissioner Cook states that that would put us back at that five hundred and some dollars. Chief Nisbet agrees, it would be roughly \$512 for a hundred thousand dollar house. Commissioner Cook states it wouldn't pass. He states, like I told him (Chief Nisbet) when I had the meeting with him, we need to get an assessment. I don't care if it's this year or the year after; we need to get into that kind of...the way we generate our money. Get away from the ad-valorem. We need to get to that system, whether we come up with a number that's exactly what we get now, just so we can get into that system, where we budget for the future of this Department. It can't stay the way it is. You know, because we are going up again, but I just see that we can go back down again too. Commissioner Ducrou agrees, and adds it will take a long time to get where we were. Commissioner Cook states, if we could at least get to where we are getting what we are getting now, and get into that assessment set-up, with no millage, I don't want a millage at all. Just stay at zero. And that number, I think makes people a lot more comfortable. You know, you're including a lot more people in this, where they are actually lowering what they're paying now, and then with that acreage thing where we have no cap on it, it still makes it pretty affordable for everybody with 5-10 acres. Which is the majority of the department, you know, the area, the tax payers. I think we need to get something in play, we can't just say the heck with it. Commissioner Hansen asks what the number was on acres. Chief Nisbet responds \$12.82. Commissioner Ducrou agrees, it is something, it is better than status quo. Chief Nisbet states it is worth a shot. Commissioner Cook states we need something that passes. Commissioner Hansen states, to get at least three guys back. Chief Nisbet states I will give you an update of a little meeting we had today. I actually met with the Principal Leadership down at local 1826 today with several Chief's that are also facing this; the impact of the 105. The General President of the IAFF, Schaitberger, he has authorized Federal assistance from the IAFF to try to see if we can stop not only our lay-offs on September 14th, because there's still \$60M sitting in the SAFER account which he is not happy about; stop our lay-offs, try to secure the Lehigh Acres, City of Fort Myers, and Tice positions, and to support us in a long term endeavor to sustainability of the positions. The program that we are dealing with is their GIS and their Fire and EMS operations division there at the IAFF. I did express that we had talked to Senator Nelson, and he says he has him on speed dial, so that was some refreshing information there. I am waiting to see what is going to go on, but if we were to be successful in a SAFER application, which it looks like the application period is going to be towards the end of the year; if we were successful on a SAFER application, we could reinstate the six probably next Spring, maybe late Spring or early Summer, right around there, where the awards would come out, because we are going to attach our applications to the regional aspect of the 105 because of the closest unit response and the automatic mutual aid, that would give me pretty close to three budget cycles, starting off with this, to get back to where we could fund all six; because we would have the ability to adjust this based upon the median household income. Chief does note that at this rate, we can not enter into this rate with a promise that we will hold it for three years. That's not do-able; it would have to be adjusted based upon the median household income. Commissioner Ducrou agrees. Chief Nisbet continues, it has never been a negative, it could be anywhere between 1% and 5%. Commissioner Cook states he was figuring an average of about 3%. Chief agrees, the average would be

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about 3. Commissioner Hansen notes, so is ad-valorem. Commissioner Cook agrees, same thing. Commissioner Griffin asks if these numbers have gone to the company that did the survey. Chief Nisbet states that is exactly where they came from. Commissioner Cook states he did some preliminary stuff, but they came up with the real numbers. Commissioner Hansen asks if we need an addendum. Chief Nisbet responds that we need to have it to the elections office tomorrow morning if the Board is going to make any changes. Commissioner Cook moves to adopt Resolution 2014-05 Amending the Assessment rates to Residential Use \$412, Commercial Use \$0.36 per square foot up to 66,000sf, Industrial and Warehouse Use \$0.03 a square Foot up to 66,000sf, Institutional Use \$0.36 per square foot up to 66,000sf, and Agricultural and Vacant land will be \$12.82 per acre with no cap. Commissioner Griffin seconded the motion. With no further discussion and none opposed, motion passed. With no other old business, Chairman Ducrou states, I think from my own point of view on this, even if we can get this to pass, I think we have to enter in to something with North. I don't think we can go it alone here. We're not going to make the long term. I understand your stop gap, but three years from now, you won't have a budget that increases enough to keep all these guys hired. I think we are doing as fire districts, everything except what it takes to try and get by with less. Closest unit response is great for the public, but as far as trying to consolidate some operations to try and get by with the only thing that you have for your coffers, it's something I think we still have to look at. I don't think it's prudent to look at it before North gets hit on a primary election, but, I think they will and I think both Boards can easily work together to try to accomplish the same thing so we can keep at least 4 people on a vehicle and not have everything go to heck. Chief Nisbet states, I and Chief Noble have had some informal discussions, but we have not had any formal discussions and are not going to enter into anything until after August 26th, and I understand, and I don't disagree with your concerns, but we are getting by on the minimums here, we've got to be sustainable, we've got to be able to project for our growth, we've got to be able to project for equipment replacements, some of that will be in there, but, you know, it's not going to be as much as we need. Let's be honest. But it's something; and we need to do that. Commissioner Ducrou states I agree, it's a step in the right direction, but even with three on an engine, if somebody's on vacation or somebody calls in sick... nobody believes three is a safe number, we all fight against that, we all stand behind NFPA with what it recommends, so just because that's all we have as far as income, to say "well that's what we're going to do", we have to look at other avenues. Commissioner Cook states "and our people are paying the most of anywhere else too, at 3.5, you know what I mean? And we can't sustain three people" Commissioner Ducrou points out that's true, but it's all based on property value; and he doesn't desire to go down that road again. Chief Nisbet states to Commissioner Ducrou, I'll look into it again, and I'll follow Board direction, and we'll do our due diligence, but again, these people have stood by me for the last six years and we've built up a pretty strong department, and they have a lot of personal value into this, as do I, it's something we want to see if we can fix, and if we can do that, I'd like to have some time to exhaust all my options before we just forget about it. Commissioner Ducrou states, I'm not forgetting about it, I'm not saying that we're going to dismantle things, but even in the best case scenario we're looking at 70%; that means that we've got at least 30% on the best day, that you're short. We both know that staffing levels are not acceptable at that. Let's just get past the 26th, but I just want my feelings to be

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out there. Chief Nisbet replies, Yes Sir. Commissioner Cook states, I think it is definitely something we should have on the table. It should be an option. Captain Underwood asks for permission to respond. Granted. He states, with that being said, with you planning on talking with North, the guys that are here put in a lot of time and effort, like Chief said, we'd like a little bit of time to see if we can get through this, but if we do this, make it to where everybody here is merged together with North, not North coming in and taking over. Commissioner Ducrou states, I'm not even talking merging with North. Here's my worst case scenario; we got down to two guys a shift, and that still may happen, that's what we have; I said when this thing was coming, when we're down to two guys in a shift, I can not respectfully try and run a fire department with two guys a shift. You guys want to have a job but you know that's not safe. No body's going to sit here and tell me that's safe; it's not. Captain Underwood agrees and says, we were there before, and I don't want to go back there, but we're trying to implement things, especially with the volunteer program, where they're working a shift night where we can keep three guys here... Commissioner Ducrou states, I understand all that, and the Fire Chief in the meetings that we had, said that the volunteers wouldn't apply to the four on the truck with the insurance rates; which is another issue I've got. Captain Underwood responds, well they do to an extent; if they're here and considered on time, and we can show them on scene with ISO; correct me if I'm wrong, and it states right in ISO, if a volunteer is here and on the truck, they can be part of that ISO rating. Commissioner Ducrou states, but it's not something where everyday you have somebody. A volunteer is a volunteer, it's an accessory, it's not something you base your department on; but, if North's didn't pass and they were going to shut down things, there's ways to try and entice them, to say "look, give us two guys and we can cover part of that district, and we still have four people on a truck". Captain Underwood states, right, and I don't completely disagree with you, I just don't want to see us go into a complete take-over and become "we don't need Bayshore's guys, we'll just put a couple guys at Bayshore station". Commissioner Ducrou states it's never the intent. Captain Underwood continues, I'd like to make sure you take a look at that as far as the guys that are still here that we're not going to get pushed out to the wolves or pushed out of a job completely, as well. Commissioner Ducrou states, nobody's going to roll anybody out of a job. Commissioners Griffin and Cook both state they are not going to go for that. Captain Underwood continues, we think of it in terms of, you know, just as the bottom six guys, even the top six guys, always have that same concern that we might not have a job when we come in tomorrow; just because of the issues with the District. We want to work together with North, we always have. Commissioner Hansen states, I don't think that would be our intent. Commissioner Ducrou states, it's a financial, that's all it is; it's about numbers and money. You know what the numbers are, we know what the numbers are, but some of why I need to bring this out as early as possible is you guys are in contract negotiations, well, those are two different contracts in two different districts, well, if we have to work together and we have their employees in this building, those contracts have to be co-mingled to where you still have employees whether they are in a North shirt or a Bayshore shirt, that do and know what is expected of them. That has to be done during this time frame. I just don't want that ignored to where it's too late and nobody wants to re-open a contract and we're caught. We have some time, but not a whole lot; I think a lot's going to happen quickly, because even in the best case scenario, we're looking at now, we're still going to be

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30% down with nobody taking time off. So in my belief, something's going to have to get done. We're just going to have to try to work with North to make it as smart as possible; and hopefully it's not a long term issue, but even this with projected growth with the State, I don't see where we are going to be out of this hole that much faster than our millage rate, it's just more stable. Captain Underwood states the biggest problem would come in with the 1200 with Stoneybrook, Commissioner Ducrou states we've been talking about Stoneybrook for 12 years. Captain Underwood states he just spoke with the senior planner on it and it is waiting for the legal staff to assign hearings for the Community Development District. They are at the very last stage. They are projected with their paperwork to spend money this year but they are obviously waiting on the hearing examiner to set dates to do a couple public hearings and it goes to the commissioners for a final vote. That, I was told was realistically to be done by the end of this year. Commissioner Ducrou states, and I hope so, but you are still looking at years to get that income to the District, so you're going to have a short term stop gap that we are going to need to come up with creatively between Districts; I hope to not say "Ok, we've got three guys on a truck and that's the best we can do". Because it's not. Captain Underwood agrees, it's not ideal by any means, but giving the Chief opportunity to look at other issues to fix this for the next year. Commissioner Ducrou states Chief's not getting caught off guard with this tonight, I've been open and straight forward with him every chance that I have throughout this whole process. Captain Underwood agrees, he has in past meetings, and states, we appreciate that, it's just that we are in an unknown area right now with the Department, where we are at. It's taxing on us. Commissioner Ducrou states, he agrees. DVP Lemieux states, our minimum manning is three people, you guys made the choice to accept our minimum manning as three people, so you understand that a portion of the time that there's only going to be three people in the truck; so I see no difference now in you accepting three people as a minimum and three people as being our maximum at some point also, saying that that might not be acceptable. It's kind of contradictory to what you've already agreed to. We've spent a large portion of the past year or year and a half with only three people per shift due to time off and stuff. Saying we can't work with three is not true. Commissioner Ducrou states, I'd be careful, it's never really been expressed to the Board that we spend the majority of our time with three. DVP Lemieux continues, you're telling me now that we can't run with three people, and I have an objection to that. I'm stating factual information. Commissioner Cook states well our minimum manning will have to be lower if we lose six guys, right? DVP Lemieux agrees, it's going to have to go to two. But what I'm saying is, you're kind of saying to a degree that three people isn't feasible; and I hate to argue in front of anyone, but it is feasible. Captain Underwood states, if we keep our minimum or max at three, for instance we get this passed, and we have three guys... Commissioner Cook interrupts, but that's a year budget from now, after this October. This next year, we are losing the six guys no matter what. We are going to go a whole year where we have six guys less than normal; than we have now. A whole year; no matter what. Commissioner Ducrou continues, so if we can work with somebody else, to have a better minimum staffing out of here, even if we're covering more district, I'm just saying, that's not a bad thing with all choices. DVP Lemieux agrees. Captain Underwood states, we don't disagree. Commissioner Cook states, and you guys are looking at the worst case scenario. I've dealt with North Fort Myers, basically, my whole entire life, the guys there, I can't see

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nothing happening there, where you guys are getting run out of here. I just can't see anything like that. DVP Lemieux states, our worst case scenario is us losing our Department. Commissioner Cook states, that's the worst case for me too as a board member. I don't want any part of that. We're doing everything to try and save it. Commissioner Ducrou states, I'm trying to think creatively out of the box so that doesn't happen. Commissioner Hansen states it is not a merger, just additional staff. Captain Underwood states, I know Chief has kind of mentioned... Commissioner Ducrou states I haven't said anything to Chief that he can't say to you guys. I want you guys to be informed, because if somebody's going to have a better idea than me, I want it. I don't have the best ideas, there's no doubt about that, but I'm also trying to creatively think out of the box so we are not just with two and saying "well that's what the public said that we have to have, so that's what we've got"; because it's not safe; so we have to find a better way. Captain Underwood states, that's why we really worked on, why Captain Swindle spent a lot of time revamping the volunteer program and we got that meeting together; and it actually worked out really well, our next three months, there's maybe only two or three shifts out of the month that there's nobody signed up to work like a full 24hour shift out of our volunteer program. That calendar got filled up really quick at that last meeting, so we have guaranteed that we have three guys here pretty much, and we've talked about if you sign up for a night and you can't make it, you should swap with somebody else, or you get one of the other volunteers to come in and work for you; and to put in one to two nights a month is nothing for them, we're just spreading it out, that way you don't have five volunteers one day and the next you have none. We are making it where it is more feasible and it works more for us to have that three guys on the truck. What we've been operating with, when somebody's off on vacation is three guys on a truck, and we're going to continue with that, and most of the guys are fully certified fire and EMT and they're ready to work; and they've been through our program and the new guys that come through our FTO, through our proficiencies, and get them on the truck and get them working. That's what we want to do to get us out of this; that's the first step to get us out, to keep at least three guys on a truck. He adds that many of those nights, there's two guys signed up, so we'll have four. Commissioner Ducrou agrees. Captain Underwood states that's the first step to make this work for us and to keep us safe. You know, to have two guys and have them packed out to make an initial attack; and having the extra hands on an extrication, the third guys going to be valuable with the volunteer program, and we're planning on making it that much stronger. Commissioner Ducrou states, our ISO in the past, we got that rating, because we had on the schedule four guys, they didn't count it against us if somebody was off on vacation. Chief agrees. Commissioner Ducrou states, so now you're going to schedule with three guys... Chief Nisbet states that we do get credit if a volunteer is scheduled on a day, they are here, they are certified, Captain Underwood is correct, we get credit for it. For every three volunteers that respond on a recall, we get credit for one full time equivalent. ISO has gone through some significant changes just in the last... well since just before we had our town hall meeting; a lot of stuff has changed, but one of the big issues is being able to put four people on scene, initially. That's the... honestly, we're going to get inspected somewhere around October, first of November. They're going to hit all the Lee County fire departments, we know they're coming we just haven't gotten our exact dates yet. I'm making sure that nothing else we get hit on, because of our assessment; we are already going to get hit on personnel, I

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don't want to get hit on anything else. Right now, we're solid on everything else. I just got a confirmation today that our 69A-62 inspection from the Florida Fire College was completed today. Nat Ippolito is the safety inspector now. We actually scored higher this year than ever. We actually got popped on fit testing because we don't fit test our air mask, but if the grant comes through we won't have that problem. But right now, we are at a three District wide for ISO, with one street being a ten, Duke Highway is a ten. We were a 3/5 because we water shuttle tested on our capabilities, we don't have to do that on this new inspection so we were able to obtain a three district wide; we were able to reduce that five to a three. Everything I'm still hearing is without having four people scheduled or able to initially respond; I can count as one of those four, on the initial response, we are going to lose that three. And we are going to go to, probably a best case scenario, probably a nine. But we won't know until the inspection is done. Commissioner Ducrou asks, so if we are able to schedule one volunteer for every shift, and they are able to count you as the fourth, it could get us through that? Chief states, it could, as far as I know. I won't know for certain until I get a chance to talk to the inspector. Right now there's nobody at ISO to call to get a better answer for confirmation, because they are at Fire Rescue International in Dallas. This is not just a Bayshore issue; as you are very much aware, this is a regional issue, all the fire chiefs are trying to figure out any way we can. And Chief Noble and I have talked about joint staffing and stuff, we've talked about some options on that because they have interns (volunteers), and I made it clear to him that I would not be up to dissolving anything with this personnel, and my personnel stay at the ranks they are at and the location they are at, nobody loses a job, and any vacancies that get filled get filled with my layoffs first. Period. If we got into that. That was the extent of our informal conversation. And then he said he really didn't have the ability to discuss anything else until he saw what happens after the 26th. If it doesn't go through on the 26th, they are going to have to look at some tough breaks. Commissioner Cook states theirs is almost unthinkable, theirs is almost doable, they are lowering almost everybody's rates. Theirs is going down. Chief Nisbet states, he's been taking a lot of phone calls. Commissioner Cook states you get the calls from those people who don't like it. Chief Nisbet states they have a lot of trailer parks. Commissioner Cook states that a lot of the trailer parks are not voters. Commissioner Ducrou states, my guess is I don't think it's going to pass. Commissioner Cook states, I have a feeling it will. Chief Nisbet continues, and right now, I understand Commissioner Ducrou's stand, and I agree with him, we've got to maintain an adequate firefighting force. We can't disagree on that; I just want to make sure these guys understand too, I'm not done fighting yet to make sure that Bayshore Fire Rescue, which was actually an organized fire department before North Fort Myers Fire Rescue, that Bayshore Fire Rescue isn't done yet. I don't want that to happen. Not on my watch. Commissioner Cook states, it's our watch too. I don't want that to happen either, but this can't be an emotional decision. It should be a best for the community decision. Chief Nisbet agrees, I don't think it should be an emotional decision, but I think our drive to find a solution should be passionate. Commissioner Cook agrees with that. With no further input, Chairman Ducrou calls for any other old business. Captain Underwood expresses his thanks for the Board hearing them out. Chairman Ducrou states, that's what we're here for, thank you. He calls for new business.

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New Business –

- **Schedule 2014-2015 meetings** – Chief Nisbet advises the Board we wish to post the meeting schedule in the same ad as the negotiations, and we need to confirm the Boards desire for the new fiscal year schedule. Commissioner Cook moves to continue to hold the meetings on the second Tuesday of each month at 7:00pm. Commissioner Griffin seconded the motion. With none opposed, motion passed. With no other new business, Chairman Ducrou calls for Public Input.

Public Input – None

Executive Session (Pre-Contract Negotiation) Chief states he had scheduled an Executive Session in case the Board wished any discussion about the Bargaining Unit contract, he has nothing to bring at this time. Chairman Ducrou asks if we have any dates for the negotiations, Chief replies we do not. He asks DVP Lemieux if he is handling them on his own this year. DCP Lemieux confirms he is. Chairman Ducrou expresses his appreciation of that. Chairman Ducrou calls for Motion to Adjourn

Motion to Adjourn – Motion to adjourn made by Commissioner Hansen and seconded by Commissioner Cook. With none opposed, meeting adjourned 7:38pm.