

BAYSHORE FIRE PROTECTION & RESCUE SERVICE DISTRICT  
MINUTES OF THE BOARD OF COMMISSIONERS MEETING  
October 14, 2014

**Meeting called to order** at 7:05 p.m. by Vice-Chairman Griffin

**Pledge of Allegiance**

**Invocation** – Commissioner Hansen

Commissioner Ducrou – Present (7:07)  
Commissioner Hansen – Present  
Commissioner Cook – Present  
Commissioner Griffin – Present  
Commissioner Klos – Excused  
Chief Larry Nisbet - Present  
Office Manager - Theresa Sharp - Present  
Attorney Ian Mann – Excused

**Others Present:** Some Public

**Minutes** – Review and Acceptance of the minutes of the September 16, 2014 Board of Commissioners meeting. Motion made by Commissioner Hansen to accept the minutes. Commissioner Cook seconded the motion. Vice-Chairman Griffin calls for questions or comments. With no questions or discussion and none opposed, motion carries.

**Minutes** – Review and Acceptance of the minutes of the September 16, 2014 Preliminary Budget Hearing. Motion made by Commissioner Cook to accept the minutes. Commissioner Hansen seconded the motion. Vice-Chairman Griffin calls for questions or comments. With no questions or discussion and none opposed, motion carries.

**Minutes** – Review and Acceptance of the minutes of the September 30, 2014 Final Budget Hearing. Motion made by Commissioner Cook to accept the minutes. Commissioner Ducrou seconded the motion. Vice-Chairman Griffin calls for questions or comments. With no questions or discussion and none opposed, motion carries.

**Financial Report** - Review & Acceptance of the September 2014 financials. Commissioner Ducrou moves to accept the September 2014 financials. Commissioner Hansen seconded the motion. Vice-Chairman Griffin 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. Vice-Chairman Griffin calls for any other questions or comments. Commissioner Ducrou asks Chief Nisbet what the discussion with North Fort Myers Fire entailed. Chief Nisbet responds; personnel sharing, equipment, operational, stuff like that. Right now, he explains, they are in the process of re-evaluating their operation and what they're going to do. They offered us some assistance by loaning us some interns, they have a large amount in place; and we are going to continue working on that. The one thing that we are going to run into is, December first the Chief is going to change. Chris Noble has announced his retirement. We do not

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know who the new Chief is going to be yet; but both assistant Chiefs and I have a very good working relationship and we're going to continue on with that. Chief Noble and I are going to sit down; we have fire Chief's meeting tomorrow, so maybe towards the end of the week, and still look at some stuff. He was going to get some information together; I was going to get some information together. We've been busy last week getting the information from the GIS study together, so we didn't get a chance to meet last week. Chief continues; we also had to clear the air on some stuff that went on in the last election campaign; the last assessment election, some rumors we had and stuff...some of the issues we dealt with was personnel handing out flyers and stuff, so we had to clear the air on that too. It was a very good meeting; very good dialogue, and definitely a good start on that too. With the direction that we have, we are looking at what we can do cooperatively. To give an example, they actually had an engine go down today; they had an engine over at the funeral that blew a turbo; so what they were able to do, they were keeping Rescue 3 up at their station, but we were covering from here; any fire responses with our engine; and they were going to respond with us; and we actually had 3 volunteers on that were here, so; we're working on it, it's just going to take a little bit of time to see how we want to lay it out. Commissioner Ducrou asks Chief; have you talked with them about sharing part of what that station covers? Chief Nisbet responds to the affirmative and replies; right now, for the next year, they are not closing that station. They are not going to close that station and they are not going to down any personnel, they don't need to; because with Chris's retirement and some of the other retirements, through attrition, they are going to have some payroll adjustments. He continues, one of the big things that's affecting; from what Chief Noble was saying, was some of the big things they have, is the post retirement package, that's starting to really catch up with them. Commissioner Cook agrees; I thought that was going to happen, when they did it. Chief states they are in the process of addressing some of that. Commissioner Ducrou asks, if they're just fine, why did they go for an assessment? Chief Nisbet states they wanted to increase their staffing levels to what they were. They are minimally staffed right now. They wanted to get back up to at least optimal staffing. Plus, you look at it; they closed a fire station, and they re-allocated their personnel when those 18 people left through attrition. I think they still want to build a station 1 around Weavers Corner, or somewhere around there. He continues, and we actually talked a little bit about that, if we did do something collectively; about moving station 3 closer to 41 and Old Bridge near where LCEC is; would be a good place for their station to move up and that would split the difference with this station in a cooperative effort. Commissioner Ducrou states he'll talk about it in old business. With no further discussion or questions, Vice-Chairman Griffin calls for Petitions.

**Petitions before the Board/Public Input –None**

**Union Petitions - None**

**Old Business –**

- **Commissioner Ducrou speaks** – He acknowledges that Chief Nisbet's intentions are honorable; however he states, we are still staffed with only two paid guys. I feel like that's nuts; it's totally unsafe, the Union would be screaming if we downed manning, but we had

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money; but they're not, because we don't have money, and I understand that everybody wants, and the six of them deserve, to keep their jobs; but, even if we got a SAFER grant; we've got to start thinking out of the box. And if the Chiefs don't want to discuss it, then I think the Boards should discuss it together. I'm not talking about a merger, I'm talking about collectively sharing some resources and responsibilities and coverage areas to where they can increase their staffing on other units back to where they feel comfortable instead of running minimums all over the place, and we can get 4 persons on an engine all the time and cover part of what that station covers... I mean if we don't start thinking like that... Chief Nisbet states we are thinking like that. We are having these discussions. The political environment over in North Fort Myers; I can't speak for that board, but I can tell you they're not interested. Unofficially; I can tell you they are not interested. That is actually hearing from a commissioner. They're not interested; and here's the thing, our level of staffing is just the tip of the iceberg. When 104 firefighters are laid off by the Spring with Lehigh Acres, and the City of Fort Myers who is getting ready to layoff 21.

Commissioner Ducrou states he can't deal with that, he can only deal with ours. Chief Nisbet agrees, and states, but we are working on it; and I am doing what you directed me to do on that. We are thinking outside the box looking at this; but I'm also looking at what we can do to fix our area where it is. Yes, I know, he continues, SAFER is only a temporary fix, but you know what, SAFER gives us two more years to try to figure out some way to sustain funding. But it's either I concentrate on the assessment vote that comes on the November 4<sup>th</sup> ballot right now; I'll get out and at least bang the drum on that, which has probably got a prayer's chance in Hell of passing, but I'm going to at least give it a shot; or I can work on buttering up and work on sharing of resources right now, or I can wait until after November 4<sup>th</sup> and the new Chief gets in, and actually start a dialogue with that person so we can get something started. Chris is going to be gone December 1<sup>st</sup>. Chris and I can decide a whole bunch of things tomorrow and the new guy can come in and say "Nope, I don't want to do that and then we're back to square one. Commissioner Ducrou disagrees; he states" that's not true, Chris's decision is going to be prevalent on Board approval, so if the Board approves it, no matter who becomes the new Chief... Chief Nisbet states "I can't speak for North, but I don't think they would have an answer by that point; and they've already offered to share some resources and some interns but they're not going to move any full time people over here." Commissioner Ducrou asks, even if it saves them money? Chief Nisbet asks; How will it save them money? Commissioner Cook states "That's what I'm wondering." Chief Nisbet continues, they are not going to close station 3. (Long silent pause) Chief Nisbet continues, I can't dictate what their business is or what their stations are going to do. We asked for some assistance, and I proposed some things, and we do feel that there are some smart decisions to be made.

Commissioner Cook adds; they've got that station three, all their stations are equal now. Station three runs Suncoast now and they're busier than they've ever been; and that would be hard to run Suncoast out of here. Commissioner Ducrou states, my idea was to split what station 3 covers; if they've got 4 guys on an engine, my idea was, if they gave us 2 guys, and we could run half of what station 3 covers, probably up to Slater, and another station would pick up part of that and they would have 2 more guys that they could run on other engines so they could be at a better staffing level. We'd have 4; it would save them a ton of money because they wouldn't have the operational cost of the station. And obviously they need it if they're going for a rate increase. It would secure us at four no matter what happens with the SAFER Grant; I mean, unless we are at 4; I am not going to

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be able to sit down this road for the next two years of my term; I'll tell you that right now; I'll be gone before then. Commissioner Cook states they're short right now; everytime I talk to someone over there, they've got overtime. Commissioner Ducrou agrees, they are hemorrhaging money right now. Commissioner Griffin asks if what Commissioner Ducrou is saying is they would shut that station down right now. He responds, that would be the best thing financially for them. Commissioner Ducrou continues, I would like to talk to their Board to discuss potential ideas; I know I'm not the sharpest knife in the drawer, but I know what we're doing, no matter how many volunteers we put on, isn't a fix permanently. Chief Nisbet counters, right now, the volunteers have been stepping up quite effectively. I'd go out on a limb and say that we have not gone 24-48 hours below at least 3 people because the volunteers have been stepping up; and the other day we had 2 engines and a tanker staffed out here because the volunteers were stepping up; but I agree with Commissioner Ducrou; how long is that going to last. I agree; we need our four people back. Commissioner Cook states, there's only a couple things on the table; we only have like 3 things on the table. We have to get the assessment fee passed, we have to get a SAFER Grant, or we have to get some help from them; what else is there? There is no other option. And you're saying we're not going to get the assessment fee, so that's going to be off... Chief Nisbet states, I think it's going to be hard... Commissioner Cook states I think we still need to get the assessment fee, if this one fails, we need to go for another one. We need to get it to a number that people will accept. Chief Nisbet states the problem is that when we get to that low of a number, we will be in the same boat we are in right now. Commissioner Ducrou agrees, exactly, you can only afford two. Chief Nisbet continues, and now I'm bound by a median household income, if I take it down to a number I have now, it doesn't do me any good, because then I'm bound by a median household income of 1 or 2 or maybe 3%, but if I have a 7% ad valorem increase, I've taken money away that I could've had. Commissioner Ducrou states, with the future growth that we are potentially seeing again, and on the horizon for our district we could come out of this a lot faster than 11 years; you know; it could be five years. Chief Nisbet agrees, absolutely. Commissioner Ducrou continues, but we have to try to put a package together that makes it financially appealing for North to be able to say, you know we can put money in another area, we can cover something that we didn't have to cover before, by sharing these areas; but honestly it's not a bad thing for a lot of departments to try and look at that are in budget shortfalls. But if that gets us the time that we need to get through it... Commissioner Cook states, but even if ad valorem comes back, why couldn't we end up like this again? If we don't get to that assessment fee we could run into this exact same thing again. Everything was great 5 or 6 years ago, we were all sitting and looking pretty, and then all of a sudden there's nothing. Why can't that happen again? We could be looking pretty 5 or 6 years from now, but what's to say 8 years from now we can't be looking at the exact same thing? Say we have 18 and then we have to lay off 12. You don't know what could happen. Chief Nisbet states, and honestly, I think if we were looking at the opposite direction, if we had an overabundant tax base, and we could go to an assessment that spreads it out and saves people money, that we could bring a majority of the rates down, I think we'd have a lot better chance of securing that than what we are doing right now; we're trying to make up ground. Commissioner Ducrou states, I think in a good market, I think it would be a lot easier to get that vote. Chief Nisbet agrees. Commissioner Cook states, this should have been done 4 years ago. We should have been trying to get an assessment fee four years ago, not when we have no money. Chief Nisbet and Commissioner Hansen both point out

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that the option wasn't there until now. The State has only just passed the laws that would allow us to try. Chief Nisbet states the Caldwell Bill was what really opened the door for us and that was just 2 years ago. He continues, if we get the assessment through in November, my hope is that we still go for a SAFER Grant because then I can get the six people back and I can allow the assessment to grow over two years because that will take me through almost 3 budget cycles, and that'll give me time to maintain the six. That's my hope, is that what happens. Commissioner Hansen has been out talking with some people in the community, I've been out talking with some people in the community; I'm actually meeting with North Olga Group Thursday night. On average right now, my night ends about 9:30, 10:00. Commissioner Hansen states, we have all got to be out talking. Chief continues, I'm the person who's been taking the phone calls and dealing with all that stuff. Back to what Commissioner Ducrou was talking about; I'm not saying I disagree with you, actually, I feel a lot of what you're saying is absolutely correct; what I'm saying is we are having those discussions, but I can't speak for that Board, and I can't speak for what their direction is going to be, I can tell them here's the trough, here's the water, here's our suggestion, but I don't think they know yet; and I don't mean this with any disrespect to North Fort Myers; I don't think they have an idea who the chief is going to be yet. Commissioner Cook states, they don't. Chief Nisbet continues; and I think that's an issue they have to get through; and it might be better to allow that to transpire and get into place, and then...we've already laid the groundwork for this, we've already started talking; let's let them get through that process and then around the first of the year we can start talking more seriously. At least that's my recommendation. I'm not saying let's kick the can down the road, but let's at least have an environment where we have optimistic ears at least listening to what we need to talk about. Commissioner Ducrou states, Ok. Commissioner Hansen asks if we are having a sign for the meeting. Chief Nisbet responds, I'm working on it. They didn't work Monday, but I'll try to have it out here tomorrow. I had a funeral today. Commissioner Ducrou states, I expect it's going to be interesting, people are going to believe we didn't need all the money we were asking for last time because now we're asking for less. Commissioner Hansen states, I met with a couple groups, I told them, we're asking for less and we're getting less back. We were trying to get six back, now we're trying to get three back. The optimum was to get six, now we're just trying to get some back. It makes us a little healthier, it doesn't make us fully healthy, but it makes us healthier. Clyde Boles and that gang out there, right now, they're all on board. Commissioner Cook asks, they are? Commissioner Hansen responds, yes, they are, I took them six years of budgets and said "Here it is, you say we are wasting money, find the waste." He came back and said "I don't know how you're doing what you're doing" I said "Thank you". Commissioner Cook asks, he really said that? That's cool. Commissioner Hansen continues, we're out there beating the bushes, I hope you guys are out there in your neighborhoods and meeting with them too. Clyde beat me up; I hadn't talked to him in years, and after that election he called me up and said "Well, I beat you!" and my response was "what do you mean "beat you"; you used to sit on that same board, what do you mean "beat you"?" The next day I was down at his house, I said I'll show you "Beat you"! Commissioner Cook laughs, and says yeah, they act like it's them against us. Commissioner Hansen says, that's what they all think. We're all the same community. It's not you and me and them and us. It's the community, and what's best for all of us. Commissioner Cook states, if you get their mind changed, it's a big deal. Commissioner Hansen asks FF Montanye (who was recently laid off) you went to his door, didn't you. Mr.

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Montanye responds "Yes, Sir". Commissioner Hansen says Yes, you did! I heard all about it! FF Montanye says yes, that was two hours. Chief Nisbet adds, he did say you were very respectful and very polite. Commissioner Hansen agrees, that is what he heard also. That's where we are at though, I am beating the bushes, I'm doing what I can do and hopefully everyone else is also. So the people get real numbers in front of them, not some of these false flyers that go around and other stuff. Commissioner Cook states, if they weren't making the false flyers, we'd be all right. Chief Nisbet states there hasn't been any this time around; yet, but we do have it posted in the businesses and stuff. And hopefully we'll have a lighted sign out here by tomorrow afternoon. Chief Nisbet adds that it will be very informal and we will have some fire prevention stuff to hand out since it is fire prevention month. Free smoke detectors, stuff like that. The District's Attorney did caution us that more than one of you can talk to a member of the community, but what you can't do is talk about a direction to go with a policy or procedure as a board discussion, and no district business to each other. Commissioner Cook asks for an example. Chief Nisbet says, for instance, if they make a suggestion and you say I think we can approve that, don't you? Commissioner Cook understands. Commissioner Hansen states an example would be like at the last meeting, one of the other Board members was talking with someone and he just stood and listened. Commissioner Ducrou asks what the format will be for the meeting. Chief Nisbet responds, no formal format, more of an Open House type venue, no firing squad as in last time. Just allow people to come in and mingle, look at trucks, and have open discussion and stuff. Office Manager adds that if the commissioners will wear their shirts, it will allow the public to know who they are that they can inquire and get questions answered. Commissioner Hansen asks if Chief has any more meetings set up with North. Chief states he will be seeing him tomorrow. They were going to meet for lunch today after the funeral since so many fire chiefs were at the funeral, but the preacher got long winded. Commissioner Hansen states he has never heard one do that, and chuckles. He then asks when the next SAFER application period is. Chief Nisbet states he's hearing, the first of the year with a 30 day application period and a 45 day review process. Then departments with actual lay-offs will get awarded first. So he estimates it won't be until March/April. He adds that all of the guidance documents are done and they're trying to get things rolling, and they're a year behind. We are in the 2015 Federal budget and we are applying for 2014 dollars. They're a year behind on SAFER Grant applications. And that's kind of why our applications got the way they did; because of the shut downs and some of the other stuff they did. They want to do the Assistance to Fire Grants first and then go right into SAFER. He adds if they do what they did last year, they did an AFG application period for 2 weeks and then they did a SAFER application period for 2 weeks and then they did all the peer review at the exact same time. Hearing no more discussion Vice-Chairman Griffin calls for New Business

**New Business –**

- **Contract Ratification** – Chief Nisbet states after having gone through the contract with each Board Member separately, he offers to respond to any questions they may have for him. Commissioner Ducrou asks the total cost. Chief Nisbet responds for the 1.5% the cost was \$7,608, the holidays, which we knew we were going to have to do anyway, was \$8,092 and the two week buy-back was \$25,814 so \$34,314 was the total. He adds; the vacation buy-back, if approved, has already been included in the leave coverage overtime.

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We increased that line item anyway. A day off now costs us two-and-a-half times. So the Bargaining Unit proposed in contract negotiations, if we did a two week buy-back, they would do their part to hold vacation time down, and of course, I told them, I didn't want them not to have vacations, but I couldn't have 3 weeks or 4 weeks off; and they've already been showing that they're willing to do that. A lot of shift swaps are already going on because they understand the situation we are in. So, he continues, this is very similar to what we do at the end of the year, this would take the place of that, so they are going to sell back their vacation time at straight time and that will save us the time and a half position. Commissioner Griffin asks, if we get the SAFER or the Assessment, how does that money come into play? Chief Nisbet responds; if we get the assessment, that money won't come into play until next budget year, so even if we are successful November 4<sup>th</sup>, we can't do anything with that until next October. Those tax dollars will not be available until then; tax bills have already been sent out. If we get the SAFER, that will cover the cost of the six additional fire fighters but any firefighter re-hired, or hired to fill a position for one that doesn't return; will be bound by this contract. Commissioner Ducrou asks him to repeat that. He does so clarifying that anyone that we re-hire or hire will be bound by this contract. Commissioner Ducrou asks what our new moneys were this year for our taxable assessed values; what did our budget go up? Chief responds, approximately 5.4%. He is looking for the dollar number of additional revenue. Chief Nisbet responds \$49,619. Commissioner Cook asks if he needs a motion to accept that proposed contract. Chief confirms and Commissioner Cook moves to accept the contract as proposed. Vice Chairman Griffin asks if there are any more questions. Commissioner Cook has none but Commissioner Ducrou states he still has. He states, the first executive session Chief had nothing to say, and unfortunately he (Commissioner Ducrou) missed the second one, where we had all the discussion; and I spoke to the Chief about it and gave him my personal opinion on it, I even spoke with Billy on it, but I'll put it on the record; anything that we negotiate for future benefits, whether it's future health insurance benefits or people we are hiring back or cost of living; whatever it is you're promising years out, are things you're not even sure where the money is coming from and I take concern with that because most of what we got in new dollars we spent again with the new contract; it's not like we're going to save up any money to start hiring anybody back, by doing that, and I know the bargaining unit has given up a lot and they've worked very hard for everything that they have gotten; and I was a proponent, and I think I even created the step plan, when we had it, but we couldn't fund it and we left it in the contract, and we froze it; and I begged you to take it out of there for years, and I say this because when it finally did come out, there are people in the bargaining unit; and I understand it; because I'm the guy that negotiated most of the contracts around Lee County; those are benefits that are like a guarantee, I don't have to talk about it, I know two years from now where I'm going to be in the step plan, and this is how much I'm going to make. If you have to take that away, it hurts really bad. It's a lot easier to not get something in one year, than to have something taken away that you thought you had, you know, a five year or ten year step. So that's my only concern with this is we've created only 2 steps with the step plan which is fine, but, anything that we promise in future benefits are things that the bargaining unit next year or the year after is not going to want to talk about. They know they have this, it's secured, they believe that, let's talk about other things; and if we have to come after that because of not being able to fund things, because our health insurance goes up again, I think it hurts us more in the long run. That's my personal opinion on it. I just wanted that on the record.

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Commissioner Cook asks what the alternative is. Commissioner Ducrou states the alternative on it is you deal with things on a year by year basis. Commissioner Cook states, instead of a three year contract? Commissioner Ducrou states no, it's on an automatic opener, but you're still going to have to take something away, it's automatically going to come up with wages every year; so if you weren't able to fund it you'd be taking it out, but the fact that it's in there; people want to build off it, not negotiate again what they believe they've already secured. Captain Underwood states the bargaining unit already talked about this when they were having their discussion, which we understand that putting this in there could be a liability but we also agreed that if the District received a positive increase in their budget we would stick with that, but if we received a negative, we may not get that. Commissioner Ducrou states that we had a positive increase this year but, such a high percentage, there's just not a good way about it. The District needs to grow; to somehow start hiring people; this two person thing drives me nuts. It's so unsafe. As the President of this Local, I fought so hard against this. I wanted staffing levels appropriate, and I knew my position; when it didn't happen I was really mad about it and I wanted to be on the Chief or the Board, and now I feel like I'm on the other end, and I'm not getting the outrage; I don't know, it's just the way I feel. You know we got \$50,000 in but we spent \$34,000 in benefits over and above what we had on the books last year; I just don't see, if we're only going to get \$50,000 every year, I just don't see... Chief Nisbet states we didn't spend \$34,000 of what we're going to get in benefits; we spent \$25,000 instead of paying time and a half overtime for time off instead of just paying straight time; that time was going to come out regardless. We were looking at \$76,757.01 if everyone were to take their full amount of vacation time that they're entitled to accrue in a year, if everyone took their time that they utilized; we were looking at that as a potential impact. That wasn't even including the holiday time that we had. They're only getting paid holiday time for the time that they work; and this was just the overtime cost, this doesn't even include the straight time for the personnel that was going to be off for those days. I looked at this and I looked at their proposal, you know I brought a step plan that was down to \$500 a step trying to salvage something but make it a little bit more manageable, the Bargaining Unit brought this forward and we didn't even go with their initial proposal; we made some adjustments on that, it was bargained; it was collective bargaining what we needed to do, and the other reason why I felt comfortable in some of these decisions; at 1.5% of \$7,608 and with the COLA that would take effect next year of \$8,092; the Tender payment comes off after this year. That's additional dollars. Now I do agree with Commissioner Ducrou, but these are very manageable numbers I think. Now, health insurance, we already know that our health insurance luck is going to run out on us; we've got a very good proposal this year, we got potentially an even better one next year; we've got potentially a rate reduction is what he told us; but, you're right, we've got to get back into stuff, but I've got to take care of at least the six I have here or else I'll lose everybody; and I may not lose them to other fire service jobs, I may lose them to private sector jobs; or just getting out of the fire service altogether. And if I don't have a work force of at least six people that have some experience and know the area, then I have an even bigger mess. My original plan going in to this budget was that I would keep the six people and hopefully have enough funding to put on at least one part-time position with the people that were getting laid off, at least we could reduce them to part time; and then have at least have that capability. That was \$120,000 and we didn't have that yet. But I also have a lot of construction that took place within this year that didn't come on the books. I didn't have my commercial Love's truck stop. Once Pritchett Parkway

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gets going, it's 18 months before we see anything on that, but we have other residential properties and other increases and sales that are going on. The other thing that I heard is the potential that one of the areas that they're going to address in the Florida legislature this year is the portability. Portability is biting some people and I think that's going to be a hot button topic in March. Commissioner Ducrou states they're not going to get rid of it. Chief Nisbet states that you might see some adjustments on it. But 93% of our budget goes into payroll. That's where we're at. We are back to 90 days in reserves because we're down to 6 people; but getting our personnel back and getting our reserves back up is important and I felt that this negotiation and I think several members of the Bargaining Unit really stepped up and looked at trying to at least come up with some type of win-win situation. Commissioner Cook asks what happens if we just kept everything status quo for just 1 year. Chief Nisbet explains that if we had kept everything at status quo, we were looking at a total liability for time off and vacation time off and holidays of close to \$100,000 in overtime. Commissioner Cook says, so it would have cost us more? Commissioner Hansen states that they brought it to \$25,000. Captain Underwood explains, instead of having overtime coverage for the holidays, we get paid if we work the holiday, and we took out 3 shifts for education time off, and... Commissioner Ducrou states you weren't getting paid for the holidays before... Captain Underwood explains that we weren't getting paid, but we were getting time off, now that we have minimum 2 maximum 2... Commissioner Ducrou realizes now, they would have cost overtime wages for coverage for those days off. Chief notes that one of the other changes was on the health insurance, for any re-hire or new hire, if they had dependent coverage when they left, then they have the ability for dependent coverage when they come back, and that effects only 1 person, anyone else, instead of dependent coverage paid after 5 years, it's now 10 years. Commissioner Ducrou clarifies; they are covered 100% from day one, correct? Chief agrees, the employee is, but not the dependents, it's a graduated scale. Captain Underwood explains you don't get any assistance for dependent coverage until your 6<sup>th</sup> year, and then it's 20%... Commissioner Ducrou states most places aren't paying for dependent coverage any more. It's a great thing, and I want that benefit, but there's a cost associated with it; not for the existing employees, but there's a cost associated with it for new hires and it still is a ten year plan; so if we hire that one kid back, he'll get it retro? He'll get the benefit he had back, so he will go right to where he was? Chief Nisbet agrees, with regard to dependent coverage, yes. He'll get to come back with dependent coverage; but that's only 1 employee. Commissioner Ducrou states for the 2 years he's on SAFER that fine, but after that, we bite the bullet on it. Chief Nisbet states, by that time, I would imagine by that time we would be negotiating a whole new health insurance plan anyway because I think by the time that happens we'll be priced out of the one we're in now. Commissioner Cook points out, that one person may find a different job by then too. Commissioner Ducrou asks why, if we don't think we can maintain that, would we put that in a contract that gives someone a light at the end of the tunnel that in 10 years we're going to take care of you and your family. That's my point with this whole, we're promising benefits that we're not sure we can afford or how we'll fund down the road; but they're in there, people see that, and expect it. Because if it was in my contract, I would expect it; you have promised me this. Chief asks, honestly, isn't that what every contract negotiation is, trying to...; and here's the thing, it's trying to have people that come to work here that want to stay here; yeah, let's be realistic, we're a training ground, especially with the volunteer program. We just lost 5 of them, but for the paid staff, I lost an engineer a year

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and a half ago that went to work as a firefighter paramedic because he can go somewhere else and make more money as a firefighter paramedic than he can as an engineer for us. I lost a lot of experience and time with that individual. I have got to have something here to entice them to stay. Commissioner Cook states, yeah, but you had that already and they still left. You didn't keep them. Captain Underwood points out that we had already experienced major cuts. Chief agrees, and points out that there will still be those individuals that want bigger departments... Commissioner Cook says, that's what I'm saying, I don't think dependent care is going to keep someone from leaving. Chief says he believes it does weight in on the decision factor though. He continues, I think Commissioner Ducrou and I have negotiated contracts on both sides of the table, that on the Union side, the one thing you don't ever want to touch is benefits. You'll touch pay before you touch benefits. Commissioner Ducrou states there's a lot of things that go into it, I'm not going to say I'm not going to touch benefits before I touch pay, or pay before benefits, because honestly, the best thing for employees is not to have their health coverage paid at all, just give it to them in their salary, that way it would affect their retirement, so... Chief Nisbet points out that we can't do that anymore. Commissioner Ducrou asks what he means. He explains that we have to provide health insurance due to Obamacare. He notes that the worst plan through Obamacare would have been about a 30% increase for us in our insurance premiums. Commissioner Cook points out, that is the affordable healthcare, right. Commissioner Ducrou states, I personally am not going to vote against the contract, but I wish we'd have been able to talk about it in the first executive session. And I couldn't get off duty to attend the second executive session so, I'm just telling you now, and like I said, this is all stuff I drug Billy out and told him exactly my feelings with it. Captain Underwood states, we've discussed it too, and even with the health insurance, we know, that's why we asked to push it out to ten years so we've got time to either have a good turn around in the Department, or we know, it's a 3 year contract, and it can be readdressed. Hopefully we'll have the growth in the Department to fund it. We know it's something that's going to have to be looked at. We understand that. It's something that has been discussed extensively between us, which we understand. Commissioner Ducrou thanks the bargaining unit. Vice Chairman Griffin calls for further questions. With motion having been made, Commissioner Ducrou seconds the motion and with none opposed, motion passed. Vice Chairman calls for any other new business. Chief Nisbet does add that we are still working on things with DC and he hopes to have a manpower study from IAFF within the next 2 weeks from Laurie Moore, she's actually on that now. I'm happy about that, and it is also encompassing all the Districts that are facing this issue, it's going to show the gaps, and hopefully it's going to make some recommendations on how to address that gap. I even brought the word that maybe we ought to look at where this affects the consolidation aspect and maybe we ought to look at that as a piece; and Downtown didn't touch that. So I just let that go. Commissioner Ducrou states, I think that consolidation is extremely difficult with the legislation that's required, the votes, and the difference in millages... Chief Nisbet states that Congressman Caldwell wants to go after it this year. That's one of the things he wants to; I don't think it's going to get far, and here's the thing it falls into is; being a part of the Florida Association of Special Districts, you can't do a District bill that alienates one special district; it has to be an all-inclusive special district bill. And one of the biggest special districts in the state is The Villages. And The Villages has a lot of money and a lot of power. So I agree, you're right, I think it's going to be difficult to get anything passed. But, we've got a lot of people

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working with us, and trying to help us out. We'll have that study done, I'm also working on the 5 year plan, I will have that for you next meeting and hopefully I'll have it to where we can digest it and take a look at it and it's not just going to say "Beats the Hell out of Me" on the front of it. I'm working on it. There's a lot of language change in that. And of course we're working on getting ready for the open house on the 21<sup>st</sup> and the assessment on the 4<sup>th</sup>. Commissioner Ducrou asks if that is a weekend or what. Chief Nisbet replies that it is a Tuesday evening. Commissioner Cook asks for the times. Chief responds from 6 until 8, and is exactly 2 weeks before the election. Commissioner Griffin asks if that is here. It is, and Commissioner Ducrou asks if that is next Tuesday and Chief confirms it is.

With no further discussion, Commissioner Cook moves to adjourn. Commissioner Ducrou seconds the motion and with none opposed, meeting is adjourned at 7:56pm