

Spring Hill Fire Rescue
Commission Meeting
1/24/08 - 7: 08 P.M.

Present: Chairman Raborn, Commissioner Jacobs, Commissioner Panozzo, Commissioner Biro, Commissioner Giammarco, Chief Morrison, Assistant Chief Davies, Attorney Salzman

Call To Order

Chairman Raborn called the Commission meeting to order at 7:05 P.M.

Invocation

Chaplain Clemmons gave the Invocation

Pledge of Allegiance

Chairman Raborn led the Pledge of Allegiance

Election of Officers

Motion

Commissioner Jacobs made a motion to nominated Charles Raborn for Chairman. Commissioner Biro seconded the motion to nominate Charles Raborn for Chairman. The motion carried unanimously (4-0).

Commissioner Panozzo nominated Leo Jacobs for Chairman. Commissioner Jacobs declined the nomination.

Motion

Commissioner Jacobs made a motion to nominate George Biro for Vice Chairman. Commissioner Panozzo seconded the motion to nominate George Biro for Vice Chairman. The motion carried unanimously (5-0).

Motion

Commissioner Biro made a motion to nominate Leo Jacobs for Second Vice Chairman. Commissioner Panozzo seconded the motion to nominate Leo Jacobs for Second Vice Chairman. The motion carried unanimously (5-0).

Consent Agenda

Chairman Raborn asked if there were any questions regarding the Consent Agenda.

Commissioner Giammarco asked why they had to spend \$2,200 dollars in emergency (vehicle) repairs when they have a full and part time mechanic.

Chief Morrison stated he could not tell him why but he would get to him with that information.

Commissioner Giammarco asked what's the Department's policy for surplus property. He sees they are replacing rockers and bunker gear. What happens to the bunker gear they are replacing?

Chief Morrison explained it is sent to the County if it a Department or County identification number on it they take it off the County inventory list and then the County puts it through the surplus bidding process. If the bunker gear is still serviceable it is taken to Supply and issue it to their Fire Explorers. They are not allowed into a hazardous environment but they do where bunker gear when they help the Department when they come out on calls. After that the bunker gear is simply discarded, as the recliners will be also discarded.

Chairman Raborn asked if they keep enough so that if they lost a bunch at a Haz-Mat, there would be some to use?

Chief Morrison said no, they currently do not have enough bunker gear to do that. If a firefighter needed to replace his bunker gear due to contamination, they would find bunker gear at the station for that.

Commissioner Jacobs pointed out contaminated gear cannot be passed along or re use it. Some fire departments give two sets for that reason.

Commissioner Raborn stated he cannot find in the last meetings Minutes him saying he would be at the County meeting (as reported). Commissioner Raborn asked if him saying that is missing from the minutes. Board Secretary Michele Stevens informed the Board no where in the minutes tape does Commissioner Raborn say he will be at the County meeting.

Chairman Raborn asked if there were any other questions regarding the Consent Agenda. There were none.

Motion

Commissioner Jacobs made a motion to accept the Consent Agenda. Commissioner Biro seconded the motion. The motion carried 41 (Commissioner Giammarco, nay).

Chief Morrison asked the Board if Training Officer James Zabetka could please present item 9A. on the Agenda – Approval of State EMS Matching Grant to the Board at this time.

There was a consensus of the Board to move item 9A. up for discussion before voting on the Consent Agenda.

New Business

Approval of State EMS Matching Grant – J. Zabetka

Chief Morrison explained Training Officer Zabetka had been instrumental in securing EMS Grants from the State of Florida on behalf of the Department. He was instrumental in getting the 12-Lead EKG grant. When he first started, it was a 5-Year Plan but has become a 6-Year Plan due to budget constraints. This is the final step in the grant process.

James Zabetka, Training Officer explained that they are in the process of obtaining a 75/25 EMS Matching Grant. This started with their Patient Care Reporting Grant, their Billing System, moving now into their Communications System which is for AVL, GPS and NBT. GPS allows them to know where the units are at all times, specific to find closest unit for their citizens. Along with the GPS goes the AVL (Auto Vehicle Locator). Those two work in conjunction and are all in a combined pattern to have dispatch at their fingertips of the drivers or medics in the units. This is commonly called a silent dispatch. A red light would flash on their screen giving them the address, the location of the call, all of the dispatch information including a map on quickest route to get to that location. This is probably the most expensive part of their grant and they've put it off because they had to make sure the other equipment that they had purchased will work in conjunction with this. With this grant they would try to obtain the NBT, AVL and the GPS. This grant needs to be submitted in February (2008). Most of it is written and what he would like to ask this evening is permission to obtain a letter that the Fire Chief can draft to have the Board's approval for it.

Training Officer Zabetka asked if there were any questions.

Motion

Commissioner Biro made a motion that they have a letter drafted regarding the grant. Commissioner Jacobs seconded the motion. The motion carried unanimously 5-0.

Commissioner Giammarco asked when this has to be submitted.

Training Officer Zabetka stated the Grant period ends February 15, 2008. The grant is about 95% written, he has to wait for vendors to get back to him. Proper software through interfaces, etc.

Commissioner Giammarco asked, even though he submits the grants there is no guarantee they will get the grant?

Training Officer Zabetka stated he cannot submit the grant until the Board approves it.

Commissioner Giammarco asked Training Officer Zabetka what other vendors does he use.

Training Officer Zabetka stated they are interface vendors for software for the different usages of computer programming.

Commissioner Giammarco asked are they in contact with any of these vendors yet?

Training Officer Zabetka stated he has contacted several of them. He has to find out which ones work with their Communications system.

Commissioner Giammarco asked if the District is responsible for the 25%?

Training Officer Zabetka said that is correct.

Commissioner Giammarco stated, but they don't know 25% of what.

Training Officer Zabetka responded, it is 25% of the total cost and that currently the cost is roughly \$325,000, but liability to the Department would be about \$81,000. Last year they had a budget line that was for grants and this has been planned for two years and it is a 6-Year Plan where they have to allocate funds for that.

Commissioner Giammarco asked are these line items they budgeted

for grant money last year?

Training Officer Zabetka said, yes.

Commissioner Giammarco asked how much is in there now?

Chief Morrison stated he believes \$165,000.

Commissioner Giammarco said, OK.

Commissioner Jacobs pointed out they approved him going for this grant so he already has approval and is looking for a letter of authorization.

Chairman Raborn stated that is correct and it would be crazy to disapprove something that is in its final stage.

Chief Morrison asked the motion be to direct the Fire Chief to write that letter, sign it on behalf of the Board and send it to the State.

Motion

Commissioner Biro made a motion to direct the Fire Chief to write that letter, sign it on behalf of the Board and send it to the State. Commissioner Jacobs seconded the motion. The motion carried unanimously 5-0.

Board members thanked Training Officer Zabetka for the grant work he has done on behalf of the Department.

Chairman Raborn pointed out grants save the residents money.

Report of Counsel

Attorney Salzman stated his report will come under unfinished business.

Chiefs' Report

Zoll Fax / Server

Chief Morrison reported the Fax / Server purchase of \$3,500 was approved at the last meeting. In that there was a line of \$700 for the service contract for that system. They were told at the time that there would be one additional cost. Before signing the purchase order, he wanted that in writing and they said it was a mandatory item to service

the system. Training Officer Zabetka was instrumental in stating that is not what he was told by the salesperson and what the company did was agreeing to half the cost of that which he (Chief Morrison) thought was fair of Zoll. Therefore, the purchase order will be for \$3,850 not \$3,500.

Commissioner Giammarco asked Chief Morrison if they are saying it is an additional \$350 because he remembers seeing the \$700 maintenance charge and it was discussed at the meeting.

Chief Morrison explained the \$700 was inquired about and that is the fee they are discussing. This is a service agreement.

Commissioner Giammarco recalled Commissioner Biro stating that it was a quote and the quote was passed the time and he recalls the Chief saying they (Zoll) would acknowledge the quote.

Chief Morrison said that is correct and when he asked for a new quote, he also asked for something in writing on the service agreement as to why it is on the quote and whether or not they have to pay it.

Fire Police Conference

Chief Morrison reported that the Fire Police attended a national conference in Orlando, Florida regarding a traffic control program being developed which was put on by the Emergency Responder Safety Institute. It was an international conference. In the book that was given to each of the students in the conference, they actually used Spring Hill Fire Rescue as a model of a Fire Police Program. There are only 3 organized Fire Police Programs in the State of Florida and selected theirs for their manual to use as a teaching tool. He just wanted to thank the Fire Police who went to the conference on their own time and came back with a number of resources. This is something that is important to the entire department and thanked the Fire Police.

The Board thanked the Fire Police. (Applause).

Chief Morrison stated that is his report.

Unfinished Business

Fire Chief Contract

Attorney Salzman stated, they do not have that available although he

did get direction from several commissioners as to what to have and when he goes over the Chief 3 contract they will see the general issues that are going on.

Chairman Raborn said, OK.

Commissioner Biro stated he knows the attorney is advising to table the Chief Contract, however, he still feels they need to make a decision. Chief Morrison's contract runs out on January 31, 2008. If they are definitely going to offer a contract, or not offer a contract or if he wants a contract, and if they table this they are going to be going into February 2008, which will be a month without the contract.

Chief Morrison stated that on this, the Board directed the attorney to negotiate with him. He was not available for that and he understands his contract expires and he would be working without a contract.

Attorney Salzman added, which makes him an "At-Will" employee which gives him very little rights.

Chairman Raborn responded, he doesn't expect him to get up and walk away so he thinks if they table this for a month they will be alright. He asked if there were any objections from the Fire Board.

Commissioner Biro stated he objects, he would like to decided if they are going to re new the Chief contract and if they make a decision that we think the Department should go in a different way, then he doesn't think there would be a point to having the attorney to sit down and try to write a contract out.

Commissioner Giammarco asked before they re new the Chief's contract, what about a Chief Evaluation? Aren't they suppose to be doing that?

Chairman Raborn explained that is the Assistant Fire Chief.

Commissioner Giammarco asked don't do they do a Chief Evaluation as well?

Chairman Raborn said yes, but it is not due.

Commissioner Giammarco asked if his contract ends on the 31st when is it due?

Chairman Raborn stated, he does not have that date in front of him.

Chief Morrison explained the evaluation by contract is due on the anniversary of the contract. If there were to be a new contract, they might put different evaluation criteria in there. The Board contacted the attorney to sit and negotiate. It was his (Chief Morrison's) fault that they haven't had a chance to do that because he was not available.

Commissioner Jacobs asked Attorney Salzman can they extend the contract?

Attorney Salzman stated under his advice to the Fire Board, he wouldn't advise doing that.

Commissioner Jacobs asked, is he (Chief Morrison) to float for thirty days?

Attorney Salzman pointed out that he represents the Fire Board and so from an advantage stand-point, they have more of an advantage without a contract. Basically, the Chief has been an "At-Will" employee anyway so the only issue is what type of severance the Board would give him. He would have come to the Board and had something differently just now if he had received a majority of the Board telling him different instruction. If the majority had told him they were not interested in a contract. If that is the will of the Board, they need to tell him.

Commissioner Biro explained this is nothing that came up out of the blue. He sat with the Chief a couple of weeks ago and talked to him about it, so he is not blind siding the Chief talking about it tonight. He gave the Chief his opinion on what he thinks the Board needs to do and his opinion was he thinks the Department needs to go in a different direction for various reasons which he does not want to get into now. Things need to get done, to get moving, they need a Chief here full time, they need a Chief that can be here all the time.

Attorney Salzman stated his point was to bring a contract to the Board in February to review and approve. He needs direction from the Board what the majority wants to have done. He has not received that as of yet. So far he has only received direction to proceed with a generic contract for all three Chiefs which he will put conditions in as the Chief contracts come up.

Commissioner Giammarco stated his concern is, he doesn't have a copy of the Chief contract, he doesn't know what it is at the present time and his understanding or not understanding is that if the Attorney presents to the Board a contract in February, it will be the contract or it will be a Draft? Because he doesn't want to vote on something that he

hasn't had a chance to review.

Attorney Salzman said, no he would present to the Board a Draft for review. Some of it is going to be presented tonight when discussing the Chief 3 Contract, for what the Board is or is not comfortable with because it is going to mirror a lot of the things that are in that contract.

Commissioner Giammarco said OK, because a few months back Attorney Salzman asked the Board to email him on the Chief 3 Contract but hadn't said anything about the Chief Contract.

Attorney Salzman explained that based upon the Chief 3 Contract for the most part, just some of the minor terms would have to be change. That would be how they would present the contract, unless they instruct him otherwise. He would present the Board with a Draft in advance.

Commissioner Giammarco stated, he doesn't know if he is really interested in renewing the Chief's contract personally.

Attorney Salzman reiterated, if the majority of the Board is looking to go in a different direction, they need to instruct him of that and discussions might be different. His discussion would include, what time period are they looking at; what does the Board want to do in the mean time, and a lot of different avenues.

Commissioner Giammarco asked how many years is the present contract for?

Chief Morrison responded, six.

Chairman Raborn stated they are not all six.

Commissioner Giammarco stated, and the Chief 3 Contract they want to offer six years and that is what he is kind of getting here, that they want to make it a standard.

Attorney Salzman stated he is aware that is an issue and is one of the things he is going to bring up. There have been some comments it should be less than that.

Commissioner Jacobs stated he will not be at the next meeting and will return for the 27th meeting.

Chairman Raborn stated the Chief Contract can be delivered in his packet.

Commissioner Biro reiterated his position and that for what ever reason, the last couple of years, things just haven't been getting done. He thinks it is time for this Department to go in a different direction and he feels very strongly about that and while he feels very badly having to say that, there comes a time to say "I'm done" and let the Department go on. He pointed out in the upcoming months it is going to be a crucial time for this Department and there is no tomorrow. This Department needs a Chief that is here full time that is going to dig into this and they need somebody here full time that is going to put their heart and soul into this Department because there is no tomorrow after November elections if they don't get this done and they have to get this done because there are over 100 people depending on what they (Fire Commissioners) do at these meetings and what the Chief's Office does. Getting out to speak to the public, hasn't been done yet and things like that bothers him and this that is the type of thing they need to get done. He means no dis respect to the Chief. He would thinks the Chief has enough time to retire and the time has come he thinks to change the guard as they say.

Commissioner Giammarco stated he agrees with Commissioner Biro and he is not too happy with renewing a contract if it comes up for a vote. He thinks it is time for new blood in this District. If they had to vote for a new contract today, his vote would be 'no'.

Attorney Salzman stated if they are making a motion and a second, the Board needs to vote so he can hear what the majority has to say.

Commissioner Jacobs stated Commissioner Biro knows the Chief better than anybody since he knows the Department better and he (Commissioner Jacobs) has to value Commissioner Biro's opinion because he has talked with the Chief and maybe they had some kind of understanding but he knows the Chief's health is tough and he is fighting with every ounce in his body and it is dragging him down and he's had an awful hard two-years here. He thinks they need to take that into consideration because he would hate to see something happen to him. He's a good public speaker, good budgeter, etc. It has been his experience with people who retire, they end up getting their retirement pay and then end up hiring on another department somewhere. It is something for the Chief to think about. Therefore, he has to support Commissioner Biro's opinion on this. Commissioner Giammarco is rather new and he doesn't think he's been on the Board a long enough time to give an evaluation of the Chief. It takes a little bit more than reading a paper as to whether a chief should or should not stay. That is just his opinion.

Chairman Raborn wondered if this is good timing in this Department to do this changing of the guard right before they are going into this vote in November. As Commissioner Jacobs just said, Chief Morrison is one of the best speakers out there and is the best budgeter out there. He knows he hasn't been on his game.

Chairman Raborn asked Chief Morrison if he is close to coming back (full strength) and how does he feel this as far as for what the best interest is for this Department. This is more than what he expected tonight.

Chief Morrison stated he appreciates the questions and would be more than happy to talk to him (in Private), but as far as discussing his personal issues in a public meeting, he refuses to do that.

Chairman Raborn stated he understands.

Attorney Salzman stated to the Board he would like to move away from discussing the Chief's health issues.

Chairman Raborn agreed and stated that is part of the HIPPA violation.

Attorney Salzman pointed out if the Board wants to make a decision and give him direction, that is fine, but he doesn't want to get into any of these other issues.

Commissioner Biro and Commissioner Jacobs pointed out they will not be at the next meeting.

Commissioner Giammarco stated that it would not be fair to discuss at the next Workshop with two Commissioners not able to attend, that they should all be there.

Commissioner Biro stated he is going to make a motion.

Motion

Commissioner Biro made a motion that the do not renew the Chief's contract. Commissioner Giammarco seconded the motion.

Chairman Raborn asked if there were any questions on the motion.

Commissioner Jacobs asked if they could take the vote on the 30th ?

Commissioner Biro stated in his opinion that is wasting another month and they need to start moving fast because they do not have that much

time left. If the Board does take the vote to not give the Chief a new contract they could include to keep the Chief on as a consultant for a month, to show the new people that are coming in, or whoever they decide to move up, to show them what is going on with the budget, etc. He is sure the office knows what is going on if they are worth their weight in salt, because they are in the office all the time when the Chief is not around. He doesn't think they would lose a beat.

Attorney Salzman stated, he doesn't know what the Board is going to do but if they are considering this, it is going to effect what he does under Item C because if they are going to move things around, he is not going to enter into a contract with Chief 3 if the Board is going to be advertising or fill the position for Chief (1). If this is what the Board is going to do, he would rather know now.

Commissioner Biro stated his thought was if they do the vote tonight, they move up the Operation Chief temporarily and move District Chief Kevin Carroll up into the Chief 3 position and wait six or seven months. If they advertise now, nobody would apply.

Attorney Salzman responded, they are getting the cart before the horse.

Commissioner Biro stated he is only stating it "if" they move on this tonight. He still stands by his motion.

Commissioner Giammarco stated he knows the Chief hasn't been well and he can sympathize with that and at the time he said, the Interim Chief is very well qualified and did an excellent job here. He agrees with Commissioner Biro to move Chief Rampino up and whatever has to be done, can be done. This Department has qualified people here that can do the job and step in today and do this job right now. He doesn't know about the rest of the Board but he thinks something can be done right now here tonight and that is why he seconded the motion. All they are doing is postponing, postponing, postponing, so if they want to continue postponing that is up to them, but they have to move on. He pointed out they need to move on. They've discussed this for fifteen-minutes.

Chairman Raborn asked for a recess so he can meet with the Fire Chief and make an educated decision on the future of this Department.

Recess

The Board recessed at 8:00 p.m.

Reconvened

The Board reconvened at 8:25 p.m.

Chairman Raborn stated, they have a motion on the table and properly seconded. He has a question for the attorney. If they were to bring a new Chief in tomorrow, well, actually it would be after next week, would that new Chief be able to go out and start talking to the public right away.

Attorney Salzman felt it would be a pretty high learning curve for anybody to come in and handle that situation. He will tell the Board that the current Chief, that is what he is very good at doing. It would take a while to understand the history of what is going on. If that is the mandate, if that is the issue.

Chairman Raborn asked, are they able to talk on the issue?

Attorney Salzman stated he doesn't think even the current administration other than the Chief has been tasked with doing that, so he wouldn't think it fair to say, one way or the other on what they need to do. Anybody who is going to speak on that, other than the Board members and maybe the Chief and himself would need to be schooled on what was going on and how to present it. They are presenting an issue by giving facts and information because this Department doesn't have control over certain aspects here. They don't have control, even though they are strongly going to argue for what their language to them is appropriate, they ultimately don't have control of that (the language). The County can make changes to anything they want to do throughout the process and they (the Board) doesn't have any say. So the best they can do is give education and he knows the Union is involved in doing that and talking and that is what this Board needs to have. They need somebody who can answer the questions and give the information. The person they select have to understand the inner workings of the Department and what this Board is looking to achieve.

Chairman Raborn asked Attorney Salzman if there was a way, if this was passed that the Chief would be able to stay on as a consultant to help this Department move forward. It wouldn't be the every day operations, but at least, he is very knowledgeable to be able to talk to people and they could use that expertise to get this Department moving forward.

Attorney Salzman stated, assuming that the Chief wants to do it but assuming that the Board votes to not renew his contract what he would ask the Board to do, is allow him (the Attorney) to enter into an exit

strategy on the Board's behalf. Part of that he thinks would be helpful to have him in a capacity dealing with this particular issue that they are talking about as a consultant or whatever they call it, to help through that process. To be honest it may achieve some of the concerns that the Board is having anyway which is, if the issue is the day-to-day operations being able to be handled and still have somebody go out and give this information. So they would be freeing up the time for the Chief, if he is willing to do it, to act in that capacity.

Commissioner Biro stated that is what he would hope to ask, that the Chief stays on to help the other Staff members. The only thing he has to take issue about, is that, what Attorney Salzman is telling the Board in essence, is that the Staff Administration they have now, is not able to pick up the slack and get to speed on this.

Attorney Salzman stated, he is telling the Board he is unaware of anybody's ability. He's seen the Chief speak, but not anybody else. They need someone that understands how the County Commission works, how the issue works and how to speak on the issues publicly. He has seen the Chief speak publicly and he's been very good.

Commissioner Biro stated he was hoping they could ask the Chief to be their consultant.

Attorney Salzman stated he can not speak for the Chief. He doesn't think they are going to have someone move into the position who will be able to take over the position and do public speaking.

Commissioner Biro stated he thinks he under estimates the administration they have.

Attorney Salzman responded, to be honest he thinks Commissioner Biro over estimates the ability of what is being done here on a day-to-day basis, because when the Chief was gone, things were going forward, but not everything was being done and that is not against anybody working here, but there is a lot to do. He thinks if the Board were to ask the other two Chiefs they would tell the Board they have a lot on their plate, but will do whatever they need to do in this endeavor.

Commissioner Biro stated he understands that but in the same situation, they would move somebody else up and have somebody in the Chief 3 position.

Attorney Salzman pointed out they need to give him further direction.

Commissioner Jacobs suggested Chief Morrison could be a shepherd

to the Department.

Commissioner Biro stated if he remembers right, he has been asking for the Chief for people to go do speaking engagements at the clubs. To date, he hasn't received any report. He hasn't had any reports on how many clubs they have been going to or getting people to go out and give information. That was three or four months ago he requested to start getting people out and bring the Board a written report. There's been no reports, nobody going out to the public and that annoys him.

Chief Morrison stated he hasn't because the most important thing in this issue is the language in the referendum and when they have the language they can speak intelligently about it. They set a target date of January 31, 2008 to have the Department's side of this argument settled and to have something to go back to the County with and say, "This is the language we would like to see. What do you say?"

Commissioner Biro pointed out other functions are going on the Board doesn't know anything about, for example even the VFW which the Board didn't know nothing about them having a Grand Opening and even Ginny Browne-Waite was out there and other influent people. Not one of this Department's was out there. That is a good time to get out there and network with the people and nobody went.

Commissioner Jacobs stated he was there, the only one as far as he knows.

Commissioner Giammarco apologized to the men and women of the Department for the insult that they cannot do the job. If they are doing a full time job now and move up, yes, they are going to have a little bit more responsibility, but he thinks they enjoy that and he thinks they need that, so he would like to make a decision and stop going around-and-around on that.

Chairman Raborn stated, his Department is not in any way, shape or form, in turmoil. This decision is for the future of this Fire Department to make sure they move forward. It is only because the Chief's contract is up, it has nothing to do with performance. That he needs to air right now.

Commissioner Panozzo stated is he was the Chief of this Department he would tell them to pound sand. He would not speak for them at all. He has been here for many Chiefs and this is the best Chief they have ever had and they are not going to get a better one. This man has spoken up for this Department when none of them were at the meetings. He agrees with Commissioner Biro they need to get out to

the clubs more.

Commissioner Biro pointed out as far as the Chief speaking up at Commission meetings, that is his job. His job is to go and represent the Department in the County Commission meetings.

Motion (Cont'd)

The motion carried 4-1 (Commissioner Panozzo, nay).

Attorney Salzman stated, based upon the Board's vote, he would ask for additional that he believes they directed him. It talks about the transition period basically, an exit issue, all those kinds of things and to at least to have an opportunity to speak with each one of the Commissioners concerning the other issues. Debating back and forth is not going to get everyone anywhere, so the Board could give him direction as to what time period they feel are appropriate, what they want to see, what they want to do on continuing issues on the consultant issue. They can all talk to him, he will just reach out to everybody individually and then he can prepare something and bring it back to the Board. In addition to that, he thinks he can bring all that back in a relatively short period of time.

Chairman Raborn stated, being the Chief Contract isn't over until the 31st he doesn't believe it means they've let the Chief go if he's reading that correctly.

Attorney Salzman said that is correct, he just doesn't have a contract.

Chairman Raborn responded, so he still is the Chief until the Board makes a decision.

Motion

Commissioner Raborn made a motion that the Chief stay the Chief for the next 60 days, until they have an exit strategy in place and have time to appoint or advertise for the position. Commissioner Jacobs seconded the motion.

Commissioner Giammarco stated, if they do that for 60 days, didn't they just discuss not wasting more time. If they are going to appoint somebody, he thinks they should do it tonight. He knows it won't take effect until after the 31st but couldn't they make that decision tonight?

Attorney Salzman stated they could do that tonight, making it effective February 1, 2008.

Commissioner Biro stated he would like Attorney Salzman meet with the Chief and discuss a consultant arrangement and perhaps by the next meeting have someone move into the Chief position.

Chairman Raborn asked if the Board wished him to amend his motion to 30 days. There was a consensus to amend the motion.

Attorney Salzman recommended making the motion “to the end of February. They do not have to wait until the end of February to start looking for a replacement. He thinks what they need to do either tonight or at their Workshop is at least decide who they are going to have in the interim. Because if they are going to go out and advertise for a chief, that is a long process.

Motion

Commissioner Raborn amended his motion to having the Chief continue on, “At-Will” through the end of February (2008), until they have an exit strategy in place and have time to appoint or advertise for the position. Commissioner Jacobs seconded the motion. The motion carried 4-1 (Commissioner Panozzo, nay).

Attorney Salzman stated he has his direction and will be in touch with the Commission on the issues as they gather them together.

Chairman Raborn said, thank you.

Assistant Fire Chief Evaluation

Chief Morrison stated he asked the Board to contact him if they had any questions on his evaluation of the Assistant Chief. He received know contact and assumed this would be an up-and-down vote on that evaluation.

Chairman Biro called for a motion.

Motion

Commissioner Jacobs made a motion to accept the evaluation Commissioner Biro seconded the motion. The motion carried 5-0.

Attorney Salzman stated there is a provision, the Chief has made a recommendation on a increase in salary and now the Board can discuss it.

Motion

Chairman Raborn stated he has a proposed increase of 5.5% and asked if there is a motion to accept it. There were none. The motion died.

Chairman Raborn asked if there is any motion

Commissioner Biro made a motion to give the Assistant Chief a pay increase of 3.5%. Commissioner Jacobs seconded the motion.

Commissioner Biro stated his reasoning is the Department's personnel received a 3.5% increase and they asked they bite the bullet. Looking back at the old contract of the Assistant Chief, he thinks Administration should at least bite the bullet for this year because of budget constraints and he thinks a 3.5% would be appropriate.

Chief Morrison pointed out the evaluation period goes from 5/22/06 to 5/22/07 and at that time the Rank and Fire received a 5% increase.

Commissioner Biro asked why it too so long to have the evaluation completed?

Chief Morrison stated it is because he was not here last May. The Asst Chief was the Acting Chief during that time without the Title but with all of the headaches. He explained it in the evaluation why he thinks that is a fair raise. He feels for the work that was put on him and the evaluation of that work that it's more than fair. He thinks Commissioner Biro is absolutely right about biting the bullet, in upcoming fiscal years. The raises that were traditionally seen in this Department, will not be seen, it would be fiscally impossible.

Commissioner Biro withdrew his motion to make another motion. Commissioner Jacobs withdrew his second.

Motion

Commissioner Biro made a motion to increase the Asst. Fire Chief's raise to 4.5%. Commissioner Giammarco seconded the motion.

Commissioner Jacobs asked if this is to be back paid?

Commissioner Biro said yes.

Chairman Raborn asked if they have to back pay all that pay?

Commissioner Biro said yes, its retro active.

Commissioner Jacobs asked about what the firefighters received last year?

Attorney Salzman said they received 5% increase.

Commissioner Giammarco asked if it is going to be retro active, he has a little bit of a problem with that because they did not make the firefighter's pay retro active. They went a month without a contract and they didn't make it retro active. How much is that going to cost to fix it because they are talking a year and then they are going to give him another raise in May.

Chairman Raborn thought the firefighter's contract was retro active.

Union President Hagar stated it was not.

Commissioner Jacobs explained they had them waive that because of insurance. He pointed out that the circumstances of the Asst. Chief are not his fault and he is confident on his next contract he will be willing to bite the bullet.

Attorney Salzman stated if the Assistant Fire Chief's contract was due in May to be reviewed but the requirement is that the Fire Chief review him and the Fire Chief wasn't here, the Board is punishing the Assistant Chief for things that are beyond his control.

Chairman Raborn asked Chief Morrison if the Assistant Chief is eligible for all the things the firefighters are eligible for in his contract?

Chief Morrison said no, he gets the Longevity, the Schooling Pay. There are perks in his contract.

Chairman Raborn called for the motion.

The motion carried 3-2, (Commissioners Giammarco, Panozzo, nay)

Chief 3 Contract

Attorney Salzman recommended this item be tabled at this time.

Chairman Raborn agreed. Until they know by the end of February who is going to be in what position and where they are going with it, he doesn't think they can do this. He is going to ask if the Attorney wants to talk about some of the outlines?

Attorney Salzman stated he would rather prepare the three contracts from the beginning and present it to the Board in a Draft form and then have comments made and changes made without people.

Chairman Raborn agreed. Just the position.

Modular Extension Update

Chief Morrison stated the modular is currently at ST#3 and he would like to ask the Board to direct Administration to write a letter to the Board of County Commissioners allowing the Department to store it on site until they determine where it is going, rather than taking it apart to store it at ST#2. To him that is a waste of money. It is being disconnected from sewer, electrical but storing it would take a letter to the County Building Department and then it would go before the Board of County Commissioners for a variance.

Commissioner Biro how did the meeting go regarding the library site.

Chief Morrison stated he didn't have the meeting because at the time he (Chief Morrison had the flu.) The meeting is re scheduled for the 24th.

Commissioner Biro asked if they are still going to be able to get the item on the County's next Commission meetings.

Chief Morrison said he doesn't know when the next County Commission meeting is so he doesn't know.

Commissioner Jacobs thinks the Board needs to push for the land at the Library to build ST# and use the Study to support their position. This is not a begging situation.

Chairman Raborn stated he agrees with Commissioner Jacobs that they need to build ST#5 but he has to say, that Study is a guideline.

Commissioner Giammarco asked if the modular is still set up or is it dismantled?

Chief Morrison stated the modular is still set up and the last time it was discussed about dismantling it and moving it to ST#2 property, it would be safer for the facility and it would cost nothing to leave it in place where it is.

Commissioner Giammarco stated he received a telephone call from a gentleman who moves modular homes and gave a price of half of what was given by the CW Homes gave. Are they bound by that contract to have CW Homes move the modular or can they void that contract and get another estimate from this gentleman, because he would rather save the District money. \$18,000 is a lot of money to move a modular.

Chief Morrison stated they are not going to move it so they don't have to do that so it would go back out to an open bid because it wouldn't be moved to where that contract was written.

Commissioner Giammarco asked, so they can do that?

Chairman Raborn said yes, and then anybody can make a bid.

Commissioner Giammarco said good and that he would like to pass that information on to whomever.

Chairman Raborn agreed and said that is great.

Motion

Commissioner Jacobs made a motion for administration to write a letter to the Board of County Commissioners allowing the Department to store the modular on site until they determine where it is going, rather than taking it apart to store it at ST#2. Commissioner Giammarco seconded the motion. The motion carried unanimously.

Ride-Along Policy

Chief Morrison reported he received no input from any of the Board members on the points of discussion at the last meeting. With that, it will be reduced to policy form and go to Local 2794 for input and then will be brought back at the next Workshop.

Commissioner Giammarco stated he knows he asked him about that at the Board's last meeting and the Chief told him he would fax him or send over to him the form. The draft he had he had said there was a form for people to sign and he wanted to see the form.

Chief Morrison stated he will fax it to Commissioner Giammarco in the morning.

Commissioner Giammarco asked if the policy will include Standards of Procedures as to how it is to be followed, because usually when there is a policy, there is a procedure.

Chief Morrison stated it will be done in a policy format. That is why he was looking for input from the Board on the bullet points for discussion. Yes it will be done in a policy format.

Commissioner Giammarco asked does that mean before they vote on this they will be able to see the format?

Chairman Raborn said yes, absolutely.

Fire Study Presentation Update

Chief Morrison reported the group came in and gave a presentation to the Board of

County Commissioners. The County Fire Chiefs are going to meet with the interim County Administrator on the January 30, 2008 to discuss a plan of action.

Fire Watch Update

Chief Morrison reported they are currently in the same pattern. The Department's Fire Inspector who is lead on this took a 2 weeks course at the National Fire Academy. He had the opportunity to talk to a number of inspectors up there. They concurred with the direction he is going in. At the same time, administration received an emergency Purchase Order to go forward with this project. He believes the company is already pulling permits for the project. Hopefully by the Board's next meeting, this will be a moot point.

Commissioner Giammarco asked does that mean that on this Fire Watch they are having people monitor the buildings or not?

Chief Morrison said, no they are not, they have put additional detection devices in the buildings.

Commissioner Giammarco stated if he remembers correctly, at the last meeting, Chairman Raborn had a discussion with Chief Morrison and would like to ask how that discussion went and is it legal. He just wants to make sure they are doing the correct thing here.

Chairman Raborn stated, he doesn't know where the Inspector found at the National Fire Code anywhere in the Florida State Fire Code that smoke detectors can be used. In the Florida State Fire Code it states a Fire Watch will begin when a system is down for 4 hours or more. He doesn't know nationally how somebody can give them an opinion when they (SHFR) is under the Florida State Fire Inspection Code which is what they only go by.

Chief Morrison stated, as Commissioner Giammarco said, they had been talking about getting together with the Fire Inspector, but he has been out of town for 2 weeks and he is off today. He will be back the remainder of the week, however, he will be more than happy to sit down with the Inspector and have the discussion. As the Board knows, he (Chief Morrison) is not an inspector and he will bow to the 2 of them (Commissioner Raborn and Inspector Sudol) having that discussion and moving forward from there.

Commissioner Giammarco asked, so what are they doing? Are they going to have anybody watch the buildings or are they just going to . . . are the smoke the detectors sufficient?

Chief Morrison stated if the Board directs him right now to hire overtime to put Fire Watch in those 2 building on a 24 hour period, it will happen starting tomorrow morning.

Chairman Raborn stated the AHJ having jurisdiction, he doesn't know if he (Chief Morrison) has leeway or not.

Chief Morrison stated on this Code the AHJ usually does and again as the Chairman knows, compromises can be made when it comes to Fire Safety and that's the important thing to him, not the bricks and mortar but the fire safety. He wouldn't do anything that would endanger the lives of their firefighters. He thinks they have that covered. Talking to an Inspector that he respects, he thinks they are going in a direction that works for this and as the AHJ, he concurred with his Inspector.

Commissioner Giammarco replied then his concern, if Chief Morrison is the AHJ and he does what he is doing, will this hurt the Department in any way from the State coming down and fining them?

Chief Morrison said, no.

Commissioner Giammarco said, OK, as long as they are not going to incur any more money and everybody is safe, that is the main issue.

Ambulance Surplus Update

Commissioner Giammarco stated Chief Morrison had mentioned about the ambulances having to go through surplus. He knows at one of their meetings they authorized him to spend up to \$500 to advertise this and now they can't do this?

Chief Morrison stated he doesn't know if they can do that or not.

Commissioner Giammarco stated he was checking on this. There is a group of firefighters that are on the Canada/New York border that he contacted and they sent him an email saying if they get all the proper information and pictures, etc. that they would put that (the ambulances) on their website for free and will try to sell it for as much as they possible can. Their pay for this would be just 7%. So the bottom line is if the ambulance was worth for example, \$30,000 but someone offered \$10,000 and it was decided to accept the offer of \$10,000, their 7% would be \$700.

Chief Morrison stated he doesn't know if that allowed under Florida Statute but he will look into it.

Commissioner Giammarco asked he doesn't know if what isn't allowed under Florida Statute?

Chief Morrison responded, surplus government equipment the a vendor selected on the internet.

Commissioner Panozzo responded any equipment they get rid of they have to go

through the County, period.

Attorney Salzman responded he will take a look at it because the only thing he would have to look at is what the rules are for the Dependent District vs. Independent District.

Commissioner Giammarco stated he talked to them and said, if the attorney wants to look at it because there are some legalities and there are some thing they need to do. He is just trying to get the best money for the taxpayers.

Attorney Salzman stated, if they are Dependent it is a different situation, but he will look at it under 189 and see what it states. Because this Department is under County rule, there may be another level they may have to go through to be able to sell this item. Getting the County to agree with what they want to do may require going through another hoop.

Stationary Envelopes Update

Chairman Raborn asked if the Chief found out why they paid \$2,000 for 200 envelopes.

Assistant Chief Davies commented they are 5 Color bonded paper and the last time they purchase them was 3 years ago and the price had only gone up \$50 since then.

Chief Morrison stated the only time they use that paper is for formal purposes.

Assistant Chief Davies stated they last a long time.

Chairman Raborn commented it is a lot for 200 envelopes

Chief Davies stated he thought it was for more that 200 envelopes

Commissioner Giammarco recalled it being 200 envelopes for \$2,000.

Chief Morrison stated he will bring the invoices and everything at the Boards next Workshop.

Chairman Raborn stated he would appreciate it.

Comments of Commissioners

Commissioner Jacobs when he read the Study he was expecting the worst and thought it would validate consolidation. The Study says down the line consolidation, it does not say consolidation now because there are too many obstacles right now that would prevent consolidation. A good example is they have 2 unions, pay

scales, mils and those are just a few of the things. It was a very thorough Study and they did not spend a dollar on the Study but it made this department look pretty good. There are things they still need to do and they suggest coordinating some of things with the County like USAR and HAZ-MAT which they already do and having 3 Chiefs which they already do. He thinks when they pay for a study that was pushed for by the County Commission which costs \$128,000 and one of the comments was from one of the County Commissioners was "I combed through it" which was in the paper, but only one commissioner read the Study. He took time to read the Study, it was a long time, it was hard reading, but he wanted to know what the Study said. This Department is the only Department that met the budget requirements in that study, which is another thing that made this Department look good and Spring Hill is getting the biggest bang for the buck and the Study shows that. He thinks they should all read the Study so they know what they are talking about and they owe it to the Spring Hill taxpayers to read that study.

Commissioner Biro stated he will not be able to attend the next Workshop.

Commissioner Jacobs stated neither will he be able to attend the next Workshop.

Commissioner Giammarco stated he did not get in his packet the monthly printout.

Chief Morrison explained it will be in the next packet.

Commissioner Raborn – None

Open Forum

Union President Troy Hagar suggested to the Board to consider looking outside the organization for someone who wants a challenge such as this Department would offer and should not exclude that as a possibility.

Motion

Commissioner Jacobs made a motion to adjourn the Commission meeting. Commissioner Giammarco seconded the motion. The motion carried unanimously.

Adjourn

The Commission meeting adjourned at 9:38 P.M.

Charles Raborn, Chairman

M.B. Stevens, Recording Secretary