

SPRING HILL FIRE RESCUE
Commission Meeting
May 22, 2002

Present: Chairman Kanner, Commissioner Hollander, Commissioner Panozzo,
Commissioner Martin, Commissioner Marasiullo, Chief Morrison,
Attorney Salzman

Call to Order

Chairman Kanner called the Commission Meeting at 8:55 p.m.

Invocation

Rev. Clemons gave the invocation.

Pledge of Allegiance

Chairman Kanner led the Pledge of Allegiance.

Consent Agenda

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

Motion

Commissioner Panozzo made a Motion to accept the Consent Agenda.

Commissioner Hollander seconded the Motion

The Motion carried unanimously (5-0).

Report of Counsel

Attorney Salzman had nothing to report.

Chief's Report

Chief Morrison distributed packets to the Fire Board.

A. Budgeted Purchase Washer/Extractor

Chief Morrison stated that Captain Rampino will discuss this issue.

Captain Rampino stated regarding the bunker gear extractor that was budgeted for \$10,000 this year, this item is needed in order to meet NFPA requirements and prolong life for bunker gear.

Motion

Commissioner Hollander made a Motion to purchase the Washer/Extractor from Southeastern Laundry Equipment Sales Inc.

Commissioner Panozzo seconded the Motion.

Commissioner Martin stated regarding the prices of \$8,172, freight \$200, and the \$800 to rig it in place and bolt down. It seemed to him, all it would be is putting four bolts in the floor to keep it in place and tying in electric and plumbing. Can they wavier the \$800 and have someone locally tie it in?

Captain Rampino stated that he would not recommend that, just looking at the specifications of the type of RPM's and G-Force that it spins at. He would recommend that the company who sells this equipment put it in place.

Commissioner Martin asked if that \$800 was all inclusive, that the company will not say they need to run additional wires?

Captain Rampino stated that there will be some plumbing and electrical cost attached to that figure.

Chief Morrison stated that the department will need to run the electric and drain, and then the company will handle it from there.

The Motion carried unanimously (5-0).

B. Purchase of Bunker Gear

Chief Morrison directed the Board to Item C, to replace Itwm B which was discussed at a previous meeting.

C. Request for Fire Safety House - Sheriff's Department

Chief Morrison stated that the Sheriff's office requested the Fire Safety House for three days for their Harmony in the Streets program, it was a big success last year. Two of the locations they requested are outside of the District. He needs approval from the Board to bring the Fire Safety House there.

Chairman Kanner called for a Motion.

Motion

Commissioner Hollander stated Motion is so moved.

Commissioner Panozzo seconded the Motion.

Commissioner Martin stated to check with Chief Nickerson and make sure he is not offended by them taking their equipment into his area.

Chief Morrison stated that the request was from the County Sheriff, and Chief Nickerson has always been good about things like this. He will give him a courtesy call.

The Motion carried unanimously (5-0).

D. Termite Quotes-HQ's

Chief Morrison stated that this issue did not have to come before the Board, but some of the quotes he received would make it a Capital purchase. There is evidence that Headquarters has termites. He received quotes from three different pest control companies. He recommended Adam Ant Pest Control, with the lowest bid at \$735 with a \$75 yearly renewal fee, however, there is a contract involved. Therefore, he needs the Board to approve this issue.

Chairman Kanner asked where are the termites located?

Chief Morrison reported they are on the fence that was put up and also around the building.

Commissioner Panozzo asked if there was any kind of insurance, as far as, if the termites get into a wall and then they would have to replace the wall?

Chief Morrison stated no, they do not unless they go with the limited damage warrantee from Nature Coast, which would cost \$1024 with a \$256 renewal fee.

Commissioner Martin stated that he is more inclined to go with Nature Coast which would cost \$480 more, and they would be getting a warrantee. He would like Counsel to take a look at the warrantee, in order to see if there are provisions in that warrantee to protect them. He does not want a limited warrantee, whereas it would defeat the purpose of spending the additional \$480.

Chief Morrison stated he will get new bids from those companies with a limited warrantee.

Commissioner Martin directed Chief Morrison to have the companies forward a copy of their warrantee to Counsel so he has the opportunity to look them over.

The Board rejected all the bids.

E. Updated Request for RFP - Medical Director

Chief Morrison stated that the Board asked him for an update regarding this issue. The Committee will be meeting next week to go over the Report for Physician, and finalize how it should read and then present it to the Board at the next meeting.

F. Budget Amendments

Chief Morrison stated that every year they do a mid-year budget review. Because of limitations in the County's software, every line item has to stay positive. Trying to keep each line item in the black is tough. He can go over each Budget Amendment or the Board could review them and vote at the next meeting. The Amendments do not require going to the County Commission or Reserve Funds.

Chairman Kanner asked if they are putting money into the overtime budget?

Chief Morrison stated yes they are in three different divisions, Administration, Communication and Operations.

Chairman Kanner stated that at the last meeting, he recalls that Chief Morrison stated overtime was down.

Chief Morrison stated that with the paperwork he had at that time, overtime was down. Over the last two pay periods, they are over twice the monthly average for overtime. Due to the fact that two employees on one shift are out, and the Captain from that shift is working inside. The department had an Assessment Center that created overtime, and Haz-Mat training in Alabama.

Chairman Kanner stated that he questioned this issue at the last meeting, regarding mandatory five man at Station 2. He would like this issue re-addressed at the next meeting.

Chief Morrison stated that regarding Operating Supplies for the Mechanic, that line has run out of money because they have been doing so much outside work. They have to move money into that account, even though they are making money, however, this is an accounting issue.

Chairman Kanner asked why do they have overtime in Dispatch, are they short anybody?

Chief Morrison stated that they are not short any employees, but they only have one out of the four part time positions filled. They have offered employment to three people on the list, and are going through the process. He asked the Board if they would like him to proceed with reading off the items on the Budget Amendment.

The Board agreed to have the Chief continue.

Chief Morrison stated that regarding the overtime for Administration, the Board Secretary chooses overtime instead of compensation time. Also, they are allowing the Billing Clerk to take up to five hours of overtime a week to help keep the billing in line, because of changes in the billing procedures. That money is just moving out of the regular salary line, because the part time Billing Clerk is still unable to give them as many hours as she is budgeted for. Regarding Dispatch, this is also coming out of regular salaries, because they have three unfilled part time positions. As far as, Unemployment Compensation in Support Services, the County paid out \$200 for unemployment which will be moved out of salaries. With the annual Physicals this year, they have ten people left, because of the tests that are required they will need another \$1500 in the line. In Dispatch, when they hire new employees, they wait until they finish their training and consider them full time employees before they order a uniform for them. This will take \$1000 to make that line go through the year. As far as, Support Services, they hired a hydrant person and will be hiring another one. Because they have four employees in that Division, and three are in some type of uniform, that is a line that will increase next budget year. The background checks that they do for future employees have stepped up considerably. Therefore, that line needs to be boosted up because they will be bringing on three new employees.

Commissioner Martin asked if these moves have been done in the past and if the County has been in agreement with them?

Chairman Kanner stated that the County does not have to approve those moves.

Chief Morrison stated that the County Budget Director does, but the only thing that he would take to the County Commissioners would be Reserve Lines. They must have a separate line budgeted for Fleet Maintenance, to buy parts for trucks that are worked on outside of their department. All these moves ordinarily, with a budget such as theirs, would not be necessary, but because of the limitation in the County's software, they have to do it this way.

Commissioner Martin asked what if they become an Independent District?

Chief Morrison stated they would not have those limitations. They would have access to the full budget documents every year. He is looking for a Motion regarding the Budget Amendment numbers 02-07 to 02-15.

Motion

Commissioner Hollander made a Motion that Budget Amendment #02-07 through #02-15 is approved.

Commissioner Panozzo seconded the Motion

The Motion carried unanimously (5-0).

Commissioner Panozzo asked when is their next Workshop regarding the budget?

Chairman Kanner reported prior to the next Commission Meeting on June 12, 2002.

Commissioner Panozzo asked Chief if this will give him enough time to have the budget finalized by June 30, 2002.

Chief Morrison stated he will have enough time to finalize the budget.

Chairman Kanner recommended that when he has finished finalizing the budget, let the Commissioners know so they can meet with him one on one.

Chief Morrison stated that by June 12th, the budget should be finalized, other than the Board deciding on individual Capital purchases.

Chairman Kanner stated they will have the Budget Workshop at 6:00 p.m. on June 12, 2002 with the Commission Meeting to follow.

Unfinished Business

A. Training Officer

Commissioner Marasciullo asked Chief Morrison if he has the information that he requested?

Chief Morrison stated that staff helped him compile information.

Commissioner Marasciullo asked how long ago did the Board approve the Training Officer position?

Chief Morrison stated that position was put in this budget year, which means it was approved last October.

Chairman Kanner stated that the Board never approved the position for a Training Officer. They said they would put it in the Line Item for further discussion, but never actually approved the position.

Commissioner Marasciullo stated that the money was put aside. Therefore, the money was approved for that position.

Chairman Kanner stated that the Board approved the money pending the approval of that position.

Commissioner Marasciullo stated he requested from the Chief what kind of savings will they have by having a Training Officer on board?

Chief Morrison stated that looking at the classes they currently send employees out for, and putting on a Training Officer, the department could save \$5,000 to \$10,000 annually. He described some of the classes they do now, and the cost of overtime put into those classes.

Chairman Kanner stated that Commissioner Panozzo requested a Workshop on the Training Officer position, and he thinks that is what they need to do regarding this issue. They need to have a job description of a Training Officer. Will it be in the Bargaining Unit or not, and will the title be Training/Safety Officer?

The Board discussed the budget for Training/Safety Officer.

Chairman Kanner stated that the Board budgeted \$42,800 for the Training/Safety Officer position for 2000-2001 budget year.

Commissioner Panozzo stated he would like to have a Workshop on this issue.

Chairman Kanner stated he would like to have an Assistant Chief in place first, because the Assistant Chief will be working closely with the Training Officer.

Commissioner Panozzo stated that by the time they have a Workshop for Training Officer and decide whether to advertise or look inside, that will take time.

The Board discussed having a Workshop on Training Officer.

The Board decided to have a Workshop on Training Officer on June 5, 2002 at 6:30 p.m.

Commissioner Hollander stated that he would like to discuss an issue that is closely related to the Training Officer position. If he is Out of Order, he will discuss it after they close this specific subject, however, he thinks it ties into what they are discussing.

Chairman Kanner stated that Commissioner Hollander can go ahead and bring up his issue.

Commissioner Hollander stated that they are trying to accomplish a lot of things, and he senses the tension that they are not moving along fast enough for some people. Regarding the Independence issue, as soon as it was brought up, they moved forward on it nicely. They have the Training Officer issue, which Chairman Kanner has mentioned they need an Assistant Chief first. He also feels the Assistant Chief needs to be addressed in order for them to move onto other issues. He realizes there is an Ad Hoc Committee meeting coming up, and based on their findings, the Board would have to wait for a Commission meeting to move forward with that information.

Chairman Kanner asked if he would want to interview who the Ad Hoc Committee recommends, or the Boards recommendations?

Commissioner Hollander stated he is going to take a stab at moving things along, however if he is Out of Order they can stop him. He has looked over all the applications for Assistant Chief, and he spoke to the Chief regarding his feelings towards who would be the best applicant. It seems clear to him, although he does not want to speak for the Chief, but the best person for the Assistant Chief position would be Lieutenant Davies. He has twenty years in the District and exemplary qualifications.

Chairman Kanner asked Counsel if they are in any violation being there is an Ad Hoc Committee?

Attorney Salzman stated that they were not in any violation.

Commissioner Hollander stated that Lieutenant Davies has several degrees, college degrees and has done exemplary work with all the years he has with the department. His application was number two on the list in which the independent Chiefs evaluated. He asked Chairman Kanner, as a member of the Ad Hoc Committee, can he give his personal feelings regarding this issue?

Chairman Kanner asked Counsel if he can give his opinion on this subject?

Attorney Salzman asked if the intention was to vote on this issue?

Commissioner Hollander stated that he would like to make a Motion.

Attorney Salzman stated that he needs to make a Motion to move this issue to New Business, and finish their Unfinished Business first.

Commissioner Martin stated that he was not aware that they were going to discuss this issue at this Commission Meeting. He looked through the applications, but has not discussed them with anyone, because he was waiting for the Ad Hoc Committee to finalize this issue.

Attorney Salzman stated that after they finish their Unfinished Business and they want to discuss this issue under New Business they have to decide whether the Board as a whole wants to discuss this issue at this meeting or not.

Commissioner Marasiullo stated he was finished with the issue of Training Officer under Unfinished Business.

Attorney Salzman stated that now the Board needs to decide whether they want to discuss this under New Business.

Chairman Kanner called for a two minute recess with Counsel at 8:35 p.m.

The Board resumed the meeting at 8:37 p.m.

Chairman Kanner asked the Board if they want to discuss this issue, or put it on the Agenda after the Ad Hoc Committee meeting?

Commissioner Hollander, Commissioner Marasciullo and Commissioner Panozzo were in favor of discussing this issue.

Commissioner Hollander stated he wants to move the Department forward and do whatever he can to make that happen. If he was not so overwhelmingly convinced that they had someone from the inside that could fill that position and do it well, with the Chief's endorsement, he would not be doing this.

Motion

Commissioner Hollander made a Motion to accept Lieutenant Davies' application for Assistant Chief, and promote or assign to the Department as soon as possible.

Commissioner Panozzo seconded the Motion.

Commissioner Panozzo asked if this was legal, because they had other people who applied for the position. Those applicants were told that their applications were going to go through an Ad Hoc Committee.

Attorney Salzman stated that the Board decides the hiring process, so they can make the changes, and they are not doing anything illegal.

Chairman Kanner stated that Lt. Davies was number two on the list, and would move up to number one. For the record, he planned on doing that at the Ad Hoc meeting. Number one and number two on the list were close, however, he always said that an employee would get the extra point. Three members from the Ad Hoc Committee were in the audience, and he would like their option.

Lt. Ferriero stated that he also was going to suggest at the Ad Hoc meeting, to move number two from the list up to number one.

Chief Morrison stated as part of the Ad Hoc Committee, and Chief of the department, he is very comfortable with Lt. Davies. He is an excellent individual, and he would look forward to working with him. The list was filled with excellent people, and he is an advocate for promoting from within.

Commissioner Martin stated that the schedule being what it was, he thought he had more time. He knows that he is obligated to vote, but he does not want to vote in the blind.

Attorney Salzman stated that he understands, but unfortunately in Florida he would have to vote

unless he has an ethical reason to abstain.

Chairman Kanner asked Commissioner Martin if he would like to take a recess so he can discuss some issues with the Chief and Lt. Ferriero?

Commissioner Martin stated he would like a few minutes recess.

Chairman Kanner called for a recess at 8:45 p.m.

The Board resumed at 9:00 p.m.

Dennis Andrews former Fire Commissioner, and candidate for the Assistant Chief's position, stated that the Board decided several months ago to advertise for this position. On March 8, 2002, thirteen and a half weeks ago, the Board closed the application period. On March 13, 2002 at a Commission Meeting, the Board decided on the process. He received a letter stating this process will not be completed until mid June, now the Board decides to change the process in midstream. If the Board said they were going to hire within, he would have picked Lt. Davies also, however, he feels the Board has not given the benefits to the other candidates that started with the process. He thinks that everyone on the list should be given a fair chance for the position.

Chairman Kanner showed Dennis Andrews the list of ten candidates.

Commissioner Hollander stated that he can appreciate what Dennis Andrews is saying, but he did take that into consideration. Having Lt. Davies number two on the list, and being an in house person with twenty years of experience, and his credentials, they would just be delaying the process. Therefore, they need to move forward with this issue.

Chairman Kanner stated that for the record, he received the packet with the applications and the list of candidates before any of the other Commissioners, because he is a member of the Ad Hoc Committee. The rest of the Fire Commissioners only received the packet a week ago.

Dennis Andrews stated that the Board set a process for this position in motion, but once again, the Board is not going to follow the process they agreed too.

Commissioner Marasciullo stated that in their Policy and Procedure manual it states, if qualified, hire from within.

Chairman Kanner stated that the Policy and Procedures are not law, it is just a guideline for the District. The only thing that was changed is rather than voting on this issue at the next Commission Meeting, they are voting for it now.

The Motion carried unanimously (5-0).

Comments of Commission

Chairman Kanner had nothing to report.

Commissioner Hollander had nothing to report.

Commissioner Panozzo had nothing to report.

Commissioner Martin stated that there was something he did not get on the Agenda, but would like the Chief to address at the Hurricane conference. He would like him to pass by the booth of Martinson Electric Company from Plant City. This company may be able to resolve their generator dilemma, and how to utilize State and Federal grant money.

Commissioner Marasciullo stated that the Board made a good choice.

Open Forum

Lt. Ferriero asked if at the last workshop on Independence, the Board came to a consensus on the pursuit for Independence? Does that need a formal vote or can it be done now?

Attorney Salzman stated that there is going to be a drafting of a resolution and then a vote at the next meeting.

Motion

Commissioner Panozzo made a Motion to adjourn the meeting.

Commissioner Hollander seconded the Motion

The Motion carried unanimously (5-0).

Adjourn

Chairman Kanner Adjourned the Commission Meeting at 9:21 p.m.

Robert Kanner, Chairman

Joan E. Chiofalo, Board Secretary