

SPRING HILL FIRE RESCUE
Commission Meeting
7/11/01 - 7:00 PM

Present: Chairman Kanner, Commissioner Hollander, Commissioner Andrews,
Commissioner Martin, Commissioner Panozzo, Chief Morgan, Assistant
Chief Morrison, Attorney Salzman

Excused:

Call to Order

Chairman Kanner called the Commission Meeting to order at 7:03.

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.

Motion

Commissioner Panozzo made the Motion to accept the Consent Agenda.

Commissioner Martin seconded the Motion.

Chairman Kanner had a question on the amount allocated of \$2,281.73 to Sun Microsystems.

Assistant Chief Morrison answered that it was spent for the annual maintenance contract for the main server.

The vote carried unanimously.

Report of Counsel

No report.

Chief's Report

A. BUDGET AMENDMENTS

Commissioner Martin asked Chief Morgan regarding the benefits of belonging to the International Association of Fire Chiefs.

Chief Morgan stated that the Commissioners receive free articles with pertinent information as well as access to the Web site. Membership includes training in conferences which is discounted.

Motion

Commissioner Martin made a Motion that they make the appropriate transfers as defined on the budgets to cover the dues in memberships and the re-alignment of funds due to unexpected hiring as submitted by the Chief.

Commissioner Andrews seconded the Motion.

The vote carried unanimously.

B. RETIREMENT OF LIEUTENANT

Chief Morgan spoke regarding the letter of retirement from Lieutenant Joseph Bonozek, who is retiring after twenty-seven years with SHFR. He asked the Board to formally accept the lieutenant's resignation. He discussed the circumstances surrounding Lieutenant Bonozek's retirement. He was hurt and is out on workmen's comp until his retirement date. Workmen's comp still covers his injuries. There is a possibility that the Workmen's comp company may want to settle with him, because he is retiring, once they determine that he's at maximum medical improvement.

Mr. Salzman explained that this is called a "wash out" settlement. The employer is notified as to the terms of the "wash out" settlement and has an opportunity to object to the settlement.

Chief Morgan said that it should come back before the Board to be reviewed.

The Board agreed to review the workmen's comp settlement.

Motion

Commissioner Andrews made a Motion to accept the retirement of Lieutenant Joseph Bonozek.

Commissioner Panozzo seconded the Motion.

The vote carried unanimously.

Chief Morgan asked the Board to approve the normal plaque and presentation for Lieutenant Bonozek.

The Board gave their approval.

B. RESIGNATION OF FIREFIGHTER

Chief Morgan stated that Kim Stegmeier resigned. The decision for the Board is to accept the resignation and how to direct staff to deal with her leave that is on the books. When she resigned, she went immediately on leave. He said that they denied her sick leave because she could not produce a doctor's note. There are eighty-two hours of vacation accrued in her account. He asked the Board to decide if they should pay her for the eighty-two hours.

Chairman Kanner referred to the policy which stated that terminal annual leave shall not be paid for separating employees who fail to give reasonable notice; a minimum of two weeks. He said that the firefighter used her vacation time in lieu of her two week notice. Her resignation letter was dated June 29,01. According to the document, it takes effect on July 17. On June 29, she also turned in all her bunker gear and uniforms, which indicated she was not coming back to work. He recommended to the Board that the employee forfeit all sick leave and vacation leave on the books as per policy.

John Ferriero asked the Board to consider paying the vacation time to Kim Stegmeier.

After much discussion among the Commissioners and John Ferriero, the Board voted on the following Motion.

Motion

Commissioner Hollander made a Motion based on the effective date of resignation as of June 29,01 under 06.01 Policies and Procedures that this firefighter does not receive the vacation pay.

Commissioner Martin seconded the Motion.

The vote carried unanimously.

D. HIRING OF REPLACEMENTS

Chief Morgan said that the next two firefighters on the list will replace the two who have left. The two new employees are Keith Thomlinson and William Walke, both currently

employed by Hernando County Fire Rescue. He began the background checks and asked the Commission to approve the hiring of these two individuals at the earliest possible date.

Motion

Commissioner Panozzo made a Motion to hire these two firefighters upon successful completion of the medical and background checks.

Commissioner Andrews seconded the Motion.

The vote carried unanimously.

E. STATION THREE BAY DOOR PROJECT

Chief Morgan asked to formally postpone the approval of the bid until the next meeting. Only one company has successfully bid on this project. The Board authorized the installation of the bay doors at the back of Station Three. The station was designed to have bay doors added to it at a later date. More information on submitted bids will be put into the packets for the next meeting.

Chairman Kanner asked for one approval from the Board to table Item E, Station Three Bay Door Project.

Commissioner Martin approved the table.

F. STATUS OF PART TIME COMMUNICATION OFFICER POSITIONS

Chief Morgan stated that the Commission approved the hiring of three positions contingent upon the medical and background checks. Two of those have started with the district in their training for the part time dispatchers. One of them has a situation with the medical exam, which he asked the attorney to expound on, because the Board has to make a decision on that matter.

Attorney Salzman explained that one of the medical procedures required is not able to be done on this prospective employee because she is pregnant. At this point, she can not fulfill the requirements of the medical examination. His recommendation was to fill the position with someone else and leave this person on the list until she can complete the medical.

Chairman Kanner suggested that this person be passed up for this particular hiring and be assured at the next hiring that she will be at the top of the hiring list again, as long as she's able to pass that physical.

Motion

Commissioner Panozzo made a Motion to hire candidates two, three and four and move candidate one to the top of the list for the next hiring.

Commissioner Andrews seconded the Motion.

The vote carried unanimously.

G. STATUS OF PROJECTS

Chairman Kanner asked if Chief had received a call from the County regarding the tower.

Chief Morgan stated that his next step is to meet with Mr. Salzman and to put a package together for approval from the Board.

Chairman Kanner asked the status of the generator for Station Three.

Chief Morgan said he contacted four vendors who have asked for a few days to research their records to see if they have any contract that is less than a year old that we can piggyback. The RFP has already been written with an alternate RFP. He stated that if there is nothing we can piggyback, then the RFP will be issued.

Chairman Kanner asked for the status of the generator and maintenance to run the cascade system.

Assistant Chief Morrison stated that the electrician refused to hook it up because it was too old of a generator to meet the specifications to turn over the cascade system. He said that the generator was only useful to run the fuel pumps.

After much discussion, Commissioner Andrews suggested they ask the County for monies from impact fees to partially or fully fund a new generator for Station Three.

Chief Morgan offered to go the County to ask them for the money, stating that there is \$50,000 in impact fees from which to take the needed funds.

Unfinished Business

A. PERFORMANCE MEASURES

Assistant Chief Morrison stated that the presented form for the performance measures is what the County uses. The Mission Statement and the Objectives have gone in with the budget for the last three years. The County had added the performance measures discussed with the Board last week, with some slight adjustments. He added that he brought the goals

down to be more realistic.

Motion

Commissioner Andrews made a Motion to accept this Performance Measure sheet as part of the budget to be submitted to the County for approval.

Commissioner Panozzo seconded the Motion.

The vote carried unanimously.

Commissioner Martin asked Assistant Chief Morrison about servicing Brooksville's apparatus.

Assistant Chief Morrison said that Chief Daugherty came last Tuesday and toured the facilities. He said that Calvin and he will be going out next week to see Brooksville's equipment.

B. FIRE CHIEF'S EVALUATION

Chairman Kanner stated that all that was required from each of the Commissioners was the overall composite score and the percentage of raise they recommended.

Commissioner Hollander's total composite score was 4.4 and a recommended raise of 4%.

Commissioner Martin's total composite score was 2.9 and a recommended raise of 3%.

Commissioner Andrew's total composite score was 3.1 and a recommended raise of 3%.

Commissioner Panozzo's total composite score was 4 and a recommended raise of 4.5%.

Chairman Kanner's total composite score was 3 and a recommended raise of 3%.

The average of the recommended percentage raise equaled 3.5%.

Chairman Kanner stated that Chief Morgan would receive a 3.5% increase.

New Business

A. FORWARD PLANNING-FUTURE CONCERNS - COMMISSIONER MARTIN

Commissioner Martin, in looking back at the minutes from February, realized that the Board did not have a long-term plan in effect that is being worked on. He said that since SHFR is entering into a new evaluation period and a new budget year, he would like to request Chief

Morgan to set a date in the future for an operational guideline. He said he wanted to start setting goals in regard to meeting the five-year plan.

Motion

Commissioner Martin made a Motion requesting a long-term planning outline for this district to be made available by Chief Morgan to the Commission by October 24, 2001.

Commissioner Hollander seconded the Motion.

Commissioner Andrews stated that there is a book published by Fire Engineering Penwell Publications called Strategic Planning for Fire Service that may be useful for each of the Board members to have in assisting in the planning aspect of putting together a long-range plan.

The vote carried unanimously.

Commissioner Martin remarked that the Commission had a need for a Policies and Procedures workshop in the immediate future. He also suggested a modification of the general format of the Chief's evaluation.

The Board agreed to discuss the evaluation at a future date.

Commissioner Andrews said that he would like to hold off on more Policies and Procedures workshops until the budget is finalized through the County process, in the event more budget workshops are needed.

The Board agreed with his suggestion.

Comments of Commissioners

Commissioner Panozzo-nothing.

Commissioner Martin-nothing.

Commissioner Hollander- nothing.

Commissioner Andrews-nothing.

Chairman Kanner asked Attorney Salzman if an anonymous letter which was sent to all the Commissioners needed to be made public record.

Attorney Salzman answered affirmatively.

Open Forum

Bob Baucher stated that he has been a resident of Spring Hill for fourteen years. He said that he was very concerned over the fireworks which were set off in the county over the Fourth of July holiday. He said that he had brought it to the attention of the County Commissioners this week. He asked the Commissioners to recommend a ban on the sale and use of fireworks in the County due to the safety hazard and the annoyance factor.

Commissioner Panozzo said that the County has had several recommendations to cancel the sale of fireworks, but because of the lobbying in the state, they will not do it.

After much discussion, it was agreed that the Board would write a letter to the County Commission to recommend a ban on all fireworks.

Adjourn

Chairman Kanner Adjourned the meeting at 8:38 PM.

Robert Kanner, Chairman

Teresa McCue, Secretary