

**Spring Hill Fire Rescue
Commission Meeting
12/19/07 - 7:15 P.M.**

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

Excused: Commissioner Panozzo

Call To Order

Chairman Raborn called the Commission meeting to order at 7:15 P.M.

Invocation

Chaplain Martin gave the invocation.

Pledge of Allegiance

Chairman Raborn led the Pledge of Allegiance.

Pinning Ceremony – Captain Eric Romine

Firefighter / Paramedic Eric Romine was promoted to Captain in the pinning ceremony. Captain Romine thanked the Board and Department for their support.

Pinning Ceremony – District Chief William Eagle

Captain / Paramedic William Eagle was promoted to District Chief in the pinning ceremony. District Chief Eagle thanked Dr. Blackburn, Fire Chief Morrison and the rank and file.

Employee Recognition Award – Office Assistant M. Stevens

Chief Morrison presented Office Assistant Michele Stevens, who did not attend the Department's annual award banquet, with an Employee Recognition Award for fifteen years of service. Chairman Raborn stated the Board would also like to thank Michele Stevens for helping the Board by taking Board minutes during the meetings.

Presentation – Pet Oxygen Mask

Assistant Chief Davies explained that Maria McNeal who lives in Zone 3 inquired if the Department had oxygen masks to help pets who have been

exposed to smoke and fire. He explained his Department vehicle contained one oxygen mask and Ms. McNeal suggested having more than one which could be at the stations. It was then decided to do a joint venture by Ms. McNeal paying for one set, the District paying for one set and Cat Fanciers donating a set. At least one vehicle in each zone will have access to a pet oxygen mask. Ms. McLean requested the Assistant Chief present the masks to the Board. Chairman Raborn accepted the donation on behalf of the Board and thanked Ms. McLean.

Assistant Chief Davies stated he and Ms. McLean discussed holding a demonstration on how the pet oxygen mask actually works and possibly putting it on Government Broadcasting and one of the local news stations.

Consent Agenda

Motion

Commissioner Jacobs made a motion to accept the Consent Agenda. Commissioner Biro seconded the motion. The motion carried (3-1), Commissioner Giammarco, nay.

Commissioner Giammarco questioned why they had to get 3 refrigerators for ST#3 totaling \$1,242.

Chief Morrison explained the refrigerators that were in ST#3 before the refurbishing of the station and old and in disrepair but at the same time were working. They were stored during the construction phase and when they attempted to place the refrigerators back in service they were not working. They had planned on replacing them and received multiple bids on refrigerators and the charge for 3 refrigerators he felt was acceptable. It was a necessary purchase.

Commissioner Giammarco asked why did they have to store them in the first place.

Chief Morrison explained it was not possible to use 3 refrigerators in the modular and the modular came with its own refrigerator.

Commissioner Giammarco asked if the Chief was satisfied with the handles on the right even though he requested for the handles to be on the left.

Chief Morrison stated he has heard not complaints.

Commissioner Giammarco asked what happened to the damaged refrigerator that was returned?

Chief Davies stated Famous Tate replaced it, prior to moving into ST#3.

Commissioner Giammarco questioned the installation of a generator for \$3,500 from Jay Williams Electric. He asked did they or did they not have a generator at ST#4.

Chief Morrison explained the generator that was designed with that station was designed to be in a separate room. A 12k will not generate a fire station by any means. He is not sure why it was ever designed that way. In updating the station, it went through the budgeting process and the generator that was needed would not fit in that room. It is an outside generator just to the back of the station and once the old generator is removed, they will have that room available for storage. It does not have very many hours on it and is still very usable and it has been discussed at an impromptu Staff meeting what the needs of the Department are and where that generator may best help. He met with Fire Police who have a generator on one of their trucks, but it has not been decided yet where the generator will go. They don't think they are going to put it out to surplus, that it can still fit a need, they just are not sure what need in what Division.

Chairman Raborn asked, so they are going to hold onto it for right now until they figure that out?

Chief Morrison said yes and they will inform the Board when they make that decision.

Commissioner Giammarco asked the generator they are going to keep, is not something they can just swivel around is it?

Chief Morrison said no.

Commissioner Giammarco asked how did they get the generator and transfer switch to the location?

Assistant Chief Davies explained the generator that ended up getting hooked up at ST#4 was the old 35k generator that was at ST#3. Due to the expansion of that project, the 35k wasn't going to big enough and obviously the generator was still useful. They had it and the concrete slab that it was on, taken to ST#4 and it needed to be re leveled.

Commissioner Giammarco thinks \$3500 to put a transfer switch in is exorbitant .

Chief Morrison stated the amount of work required to move the electrical service to an outside all weather generator from an inside generator, the cost was justified.

Chairman Raborn asked who moved the generator from ST#3 to ST#4?

Assistant Chief Davies said they had it moved by another company.

Chief Morrison pointed out in the event of a storm, the station will be up and running.

Commissioner Giammarco asked Chief Morrison if he ordered a Wake Up System?

Chief Morrison stated it is a Station Alert System.

Commissioner Giammarco asked if it included all the stations, why is there a bill for an extra \$1,335 for ST#3 and wasn't ST#3 included in the first estimate?

Chief Morrison said it was, however, ST#3 was not ready for the new system at the time it was installed.

Commissioner Giammarco asked why couldn't the company have looked at the architectural plans and done it in one shot?

Chief Morrison said he will have those looked into and pointed out if Commissioner Giammarco would call him hours ahead, he can provide these type questions with answers. He will look into this and supply him with all the answers to his questions. Just so he is clear, it is the additional charge for ST#3 after it went out to bid.

Commissioner Giammarco stated he thinks the company could have looked at the plans to know what supplies will be needed for the job. Not to charge the Department \$40,000 and then come back when the building is finished with them saying "Oh, well we need this, this and this now." He just doesn't think it is the right way to do business.

Chief Morrison stated it is to be researched but it might be they delayed billing the difference until the work was completed and not an additional cost.

Commissioner Jacobs suggested having questions presented to the Chief and office to allow time to research and present the information. If they are not satisfied with the answers then bring it up at the meeting.

Chairman Raborn apologized for asking questions at the meeting instead of in the day time. Why \$500 for 200 envelopes? He thinks that is a little too high.

Chief Morrison suggested that is a typing error and is probably 2000 envelopes, however, he will research it.

Chairman Raborn stated in the Board's packet was included the paperwork on the damage done to the rescue and he would like an explanation. He understands the person involved had been talked to and it has gone through proper channels and everybody signed off on it, however, he has a problem with the accident. Did he not have a back-up?

Chief Morrison stated he was moving forward at the time. The engine was not moving, he was moving around the engine and basically side-swiped the engine resulting in a scratch down the rescue unit.

Chairman Raborn stated, that was a pretty hefty scratch.

Chief Morrison stated, he was informed of the accident when it occurred and rather shocked at the cost of the bill. He discussed it with Maintenance, went over the vehicle and it is one of those, because it was a scratch but it entailed the compartment door and then the rub guard around the wheel. Those were the things that added up.

Chairman Raborn asked how much did the Department have to spend that the insurance did not cover?

Chief Morrison stated he could not provide that right away, however, he can add up the copies of the checks that he sent to the Chairman, along with the bill.

Chairman Raborn stated, it looks like they had a \$500 deductible.

Chief Morrison stated that should have been the extent of it.

Chairman Raborn asked what is their policy on accidents? Is the driver suspended for the day?

Chief Morrison responded, that the operator of the vehicle is subject to a drug test and then depending on the severity of the accident, they go from there. A suspension would be a discipline without representation and would not be going through the proper procedures. They cannot put them on administrative leave without pay either and it would be with pay which he has done in the past, however, on this accident, the individual who was at fault, was counseled by his superior and all proper procedures were followed. It would be different if this were to happen again with the same individual. Even the best of the Department can have an accident involving a Department vehicle, not to imply he (Chief Morrison) is trying to make light of this incident.

Chairman Raborn was concerned that it is a safety issue.

Chief Morrison stated what will also happen is that the Safety Committee will review this to see if something in procedure, etc. that might need to be changed should be considered to make sure something like this doesn't happen again. It will go to the Safety Committee for that review and then any recommendations will come to him as Chief of the Department.

Commissioner Jacobs pointed out \$3.83 was given in excess to what Register billed the Department. So they have their cost covered, other than their \$500.

Commissioner Biro asked if this is the first accident this employee has had?

Chief Morrison stated to the best of his recollection.

Commissioner Biro asked how long has the employee been with the Department?

Chief Morrison stated 15 to 17 years.

Chief Morrison stated the Counseling form went to the employee's personnel form and will remain there for the rest of his career.

Commissioner Giammarco asked Attorney Salzman if he looked at the information.

Attorney Salzman stated it was presented to him.

Commissioner Giammarco stated, this information is disgraceful. This is a fire service and one of the most important things in a fire service is dates and times and it astounds him that through this entire document, there is no time so he does not know when it happened.

Chief Morrison stated when the Safety Committee goes over that, they will review that and he agrees with Commissioner Giammarco that it is important.

Commissioner Giammarco asked why the SO was not notified?

Chief Morrison said notifying the SO is an unnecessary step.

Attorney Salzman stated the SO would not be involved and the only thing required under the law is an exchange of insurance information at an accident scene unless injuries were involved.

Commissioner Giammarco is not satisfied with this report and it seems to him that the day he asked for this information is the day, Chief Morrison and Assistant Chief Davies signed the report and he would like to know why.

Chief Morrison explained the reports were at the Libby Roads office with the Operations Assistant Chief and when they were sent down to him he looked at them. When he saw it he signed it and did not post date it.

Commissioner Giammarco recited dates of the signatures and portions of the report.

Chief Morrison pointed out that the report also states it was discussed how and why to prevent these accidents and that the DC is very confident the message was received.

Commissioner Giammarco stated this is a report that was just thrown together in his opinion. They have over \$100,000 vehicle involved and to him this entire incident seems to him to have just gotten shoved under the rug and that is why he brought it up.

Chief Morrison stated this was not shoved under the rug and it is a fender bender.

Commissioner Giammarco stated there are so many different dates on this report.

Chief Morrison explained one is the Lost, Stolen Damaged Report and the other is the Counseling form. It required time to gather information, etc.

Commissioner Jacobs is upset with the way this discussion is going. He thinks they are making a mountain out of a mole hill. They have a Safety Committee and they have to be allowed to go through the process.

Chairman Raborn asked if there were any other questions. There were none. The motion carried 3-1, Commissioner Giammarco, nay.

Report of Counsel

Attorney Salzman explained to the Board the Consent Agenda is not handled the way it was just handled. If they are going to discuss something more than asking questions, it needs to be pulled from the Consent Agenda, vote on those items in the Consent Agenda, and those items that are not are put under New Business for discussion. If they are following the Roberts Rules of Order on how they are suppose to be doing the meetings, that generally guides them, what just took place was not correct. Also, perhaps what they need to do in the future, when there are accidents, based upon the

information, they probably need to bring the entire thing to the Board on a separate report. They are teetering on an issue. Assume it was an accident and there was a discipline given. He does not want the Board discussing the discussing whether the discipline was appropriate or not at this point, until that decision has been made and followed through Administratively, that may prejudice the Boards position in giving discipline and have the Union use that as a grievance against them as a Board. So that is his concern.

Chiefs Report

Web Site Article

Chief Morrison stated they were visited by experts in the field of traffic safety. They were impressed with the Department's Fire Police and its high retention rate of membership. They were looking for answers so they can put together a national manual and are holding a workshop on this very subject in Orlando, Florida in January and has invited the Fire Police, and members of this Department. He will be sending the Assistant Fire Chief and 2 Fire Police. He wants the Board to know how proud the Administration is of the Fire Police and of what they do for this Department.

Commissioner Jacobs asked if the press is aware of this.

Chief Morrison said he did not do a press release but will do that.

Accidents / Damage - Department

His recommendation to the Board is that any accident that has a damage of over \$500 that the Board is notified within 24 hours of that accident. Any accident in a department vehicle that involves any injury that the Board is immediately notified and if over \$500 in damage, that the reports that go with that accident are given to the Board in their packets. This is suggested to start a dialogue and so that there isn't a miscommunication between Staff and the Board in the future. Those numbers are arbitrary to the amount, so they are communicating properly. He will be sending the Board a draft of that for policy.

Referendum Speaking Engagement

Chief Morrison reported an hour before his speaking engagement was cancelled by the Rotary Club a list of all the clubs and organizations that they wish to get out and talk to was put together by one of the firefighters. They (Staff) is in the process of formatting a letter, sending a letter to the clubs / organizations and starting their speaking engagements. Attorney Laukenauth is in touch with him about working on the language. He (Chief Morrison) and

Attorney Salzman have discussed setting a goal of trying to have the language done by January 30, 2008 so they can move forward.

Attorney Salzman stated they are dissecting numerous other languages that have been approved by the State and that is really what they are looking at, State approved language to come up with what is appropriate for their circumstances and to show the County Attorney's office what they have has been approved and has been passed.

Chairman Raborn asked should they consider putting together a press release since the feasibility study will be out in a few weeks? He thinks they should or at least a rebuttal.

Attorney Salzman disagreed and suggested they could provide information that disagrees with what is in this particular analysis but they cannot make a political statement or use taxpayer funds for that purpose. It's a fine line.

Commissioner Biro asked Attorney Salzman if it is possible if they cannot come to agreement with the County Attorneys that they could address their legislature body and they could draw up the language for the referendum?

Attorney Salzman said his way is he prefers not to discuss what alternatives they have until they go down that road. At the

Commissioner Biro said, OK.

Upcoming Audit

Chief Morrison reported the public unveiling of the audit has been delayed until January 15, 2008.

Chairman Raborn pointed out it will be cheaper for the other side of the County because most of the tax base is here.

Chief Morrison pointed out this is one of only a few departments having an ISO of 3 and they are all very proud of that. He was very disturbed by a member for a grant that 1582 which was designed to save firefighter's lives is barely being met 50% of the time and some of those recommendations would push that number in the direction they are not going. There is an answer to the audit and the preliminary audit has been given out, however, he is getting that it is not a public audit. Staff is going over the document. The County is stating this is not a public document. He wanted the Board to know they did receive the draft and Staff will be there to listen to the presentation January 15, 2008 and then format questions and responses to that and they will be hand-in-hand with the Board on that.

Commissioner Jacobs suggested the Board make sure Attorney Salzman has a copy of the audit before it is released publicly.

Chief Morrison stated, he believes it is a total of five-hundred plus pages the draft that was put out (Section 3 and Section 4). He will be emailing the Attorney a copy first thing in the morning.

Holiday Office Schedule

Chief Morrison informed the Board the office at Headquarters will be closed for the Holidays 12/24/07 and 12/25/07. He wished the Board a happy holiday.

Chief Morrison stated there was an incident in the paper where he directed a staff member to pick up a member of the public and bring that member to the Commissioner meeting. He has some questions regarding that and he hopes he will have an opportunity to speak on that item.

Commissioner Giammarco stated it was his understanding the audit was coming out December 31, 2007 and a copy was coming to the Board and that the document would also be pdf format. He would like to see if they can get a copy.

Chief Morrison stated they have the latest draft and it is in pdf and he could email it to the Board.

Commissioner Giammarco stated he did not want the document at this time.

Chief Morrison stated it will not be available until January.

Unfinished Business

a. ST#3 Change Orders

Assistant Chief Davies stated the first packet he gave them (the Board) says proposed Change Order #16. He will do the first couple with them and then he has some others.

Chairman Raborn stated he has a question real quick before he starts. Last month he was handed all these change orders and said this was all of them and now he has new change orders.

Assistant Chief Davies directed the Chairman to hang on and he will get to them. He stated to the Board this is his "my bad". These change orders that start with 16, 23 and 24 he did discuss with the Board on May 9, 2007 at the workshop to move forward. He thought they would have been on the

Consent Agenda to get taken care of. He did some research from May 2007 until December 2007 and they haven't been. That's why he is bringing them to him tonight because he obviously cannot pay them without their (the Board)'s approval. The first one for the \$524.60 was relocating some electrical switches. Obviously it entailed moving and re bending conduit and moving the wires.

Chairman Raborn asked why move the conduit?

Assistant Chief Davies because of location and he did not feel they were appropriate and wanted them moved to a different location. The 23 and 24 which was discussed at the May 9, 2007 meeting was related to him having them delete the handicap spot at the back of the building, having it moved to the front of the building, put in 2 other additional spaces, deleted about 80 ft of sidewalk that ran down the side of the building. Those last 2 change orders involved the site work and the concrete work that were involved to accomplish that as well as making sure the sidewalk that ran down to Spring Hill Drive was correctly sloped to meet ADA requirements. In the second one for the concrete work, there is approximately 2,000 of that 4,000 that he is going after as recoverable money.

Commissioner Giammarco asked on proposed change order 16, materials and labor to relocate 2 gang switches, etc. are these the doors where the rescue and ambulance come in and out?

Assistant Chief Davies said, no, door 14 leads from porch to kitchen area, and door 31 is the door going down the hallway from day room and kitchen area back into the bunk room area.

Commissioner Giammarco asked doesn't all this have to be inspected or meet approval.

Assistant Chief Davies stated Bades Construction and Dean from Atelier is present.

Sharon Newly from Bades Construction explained that the original sidewalk on the plans is what the Assistant Chief was discussing and it has to connect to one public access sidewalk and it did not show any connection except going up steps and they can't do with without having at least one sidewalk that it handicapped accessible.

Dean Yates from Atelier explained because of the slope and by re locating the sidewalk when they added the new driveway parking up front it needed to be regarded and changed and that is where the additional site work came into play.

Commissioner Biro asked why weren't they in the original plans?

Mr. Yates stated in the original plans the Spring Hill Drive was exit only. They did not want to put any parking up front because that would encourage people to drive where the fire trucks were exiting. This was discussed early on in design. It was brought to their attention they wanted to change it to have street access parking. Once parking is up front, Hernando County Permit Department requires them to put handicap parking up front.

Chairman Raborn asked it cost \$9,000 to put the sidewalk in the front and \$1900 to take it off the side?

Assistant Chief Davies explained, the concrete work was \$4190. \$1930 of that was a credit for the sidewalk down the side of the building.

Chairman Raborn stated change orders 16, 23 and 24 are what they just discussed and would like to entertain a motion totaling \$9,642.

Motion

Commissioner Biro made a motion to approve 3 change orders for \$9,642.60. Commissioner Jacobs seconded the motion. The motion carried unanimously (4-0).

Assistant Chief Davies stated five change orders were approved at the last meeting and thirteen were not approved. They met and ironed out all but 3 of them that Sharon and Dean still feel were appropriate amounting to \$1222.00. Proposed change order 20, 36 and 27.

Chairman Raborn asked Mr. Yates about Change order 20 and 36.

Mr. Yates explained they have to do with the structural engineer's detail drawing that was not on the original plans because he missed it.

Chairman Raborn asked if they were required in order to build the building?

Mr. Yates said the engineer saw the building and felt it was required structurally.

Chairman Raborn stated they should have know that when they built it.

Commissioner Giammarco suggested they send that bill to the engineer not to this department.

Mr. Yates stated, provided it is a first cost, if it is found prior to construction, that the owner is still liable to pay for it.

Attorney Salzman will have to look at it a little more.

Chairman Raborn stated they bided the contract out.

Assistant Chief Davies stated there are 3 that kind of go together as a first cost and he believes it is approximately \$1222 or \$1224.

Mr. Yates explained what was changed by the structural engineer after reviewing the site regarding steel support and wood bracing to support the brick veneer over the top of the new bay extension. He drew the sketch and they instructed the contractor to build it so it is structurally sound.

Assistant Chief Davies stated he thinks if it would have been on the original drawings, they would have added the \$1225 to the original contract instead of as a change order.

Chairman Raborn stated then that would have changed the bid and who got it if they were a thousand dollars apart.

Assistant Chief Davies stated, no they would have been bidding off the same drawings.

Attorney Salzman stated, his opinion is this particular one he does not think it is worth litigating over for the structural soundness of the building and because of the date.

Chief Morrison stated this will not happen again.

Commissioner Giammarco stated he has to agree with the attorney for the 472.84 and the 215.00.

Motion

Commissioner Jacobs made a motion to approve the charges presented. Commissioner Biro seconded the motion. The motion carried unanimously (3-1) Commissioner Raborn, nay.

Assistant Chief Davies reported the total of the change orders came to roughly \$95,618 and of that he is trying to recover \$64,819, so the original change orders if they didn't have to do all this extra construction would have been \$30, 799 which is approximately a 2% over run in the total project.

Chairman Raborn asked if there are any other change orders coming to the Board.

Bandes construction representative stated there will be no other change orders.

Chairman Raborn stated, that is in the record.

Commissioner Biro stated now that they are finished with all the change orders, what is the next step to re coup the money.

Attorney Salzman stated now is the time the Board should direct its Administration to go after that money.

Commissioner Biro asked for a consensus from the Board to re coup the \$64,819 for construction of ST#3. There was a consensus.

Attorney Salzman stated, they will put all the documentation together and do a Demand Letter together and based upon their response, they will come back to the Board and discuss their options. The intention here is to be made completely whole.

Used Ambulances

Chief Morrison researched surplus ambulances and he could not find an ambulance that directly reflected their two ambulances to bring to the Board.

2000		\$30,000
1994	100,000	\$15,000
1997	100,000	\$19,500
1998	82,000	\$30,000
1997	100,000	\$22,000
1997	168,000	\$18,500

Chief Morrison pointed out the Department has surplus ambulances with mileage over 215,000 – 230,000. He thinks this gives the Board some idea what they can expect. He thinks \$12,000 is pretty high on that and he can check to see they are not violating anything and Attorney Salzman can help on that and they will advertise and put is out to bid with a minimum bid of \$10,000 - \$12,000 and then entertain bids. They have been approached by High Point Vol. Fire Department who are in need of a vehicle and the other is Pasco-Hernando Community College. He thinks still he would like the Board to entertain the thought of donating the vehicle to one of those parties, however, if they wish him to advertise, he can put it into County surplus and see what happens or advertise it alone and see what happens.

Chairman Raborn suggested advertising to see what it brings in. If it doesn't sell for what they think it is worth, then they will entertain what they are going

to do with it as to whether they are going to donate it. He cannot see just giving it away right now.

Commissioner Giammarco stated even if they get less than \$10,000 he thinks its worth it and it is better than nothing.

Attorney Salzman asked for a consensus they will pursue all avenues to sell the ambulance for best offer of at least \$10,000 and bring it back to the Board if they do not get at least \$10,000. They can advertise in trade magazines, including any of the internet sites that allow them to place the unit on there. and put it on the website.

Commissioner Biro would prefer donating it to the Volunteers rather than a college that has revenue coming in from tuitions, etc.

New Property Project

Chief Morrison reported that Realtor came in after he had signed with the changes the Board directed. The owner has signed the paperwork and it has been returned today and they are ready to move forward. The price on the property is \$560,000. Staff's recommendation to this Board is they spend \$125,000 out of impact fee, \$150,000 out of the money that was budgeted for the ST#2 project and that they finance the remained \$285,000 over a ten year period. They are spending a little over \$20,000 annually for the offices at Libby Rd. They budgeted \$200,000 for the ST#5 project which is not being recommended for the New Property Project. The only recommendation he is making that at \$285,000 they simply pay for the whole thing using that out of Reserves and he is directed that that money is replaced back in Reserves next year rather than a Capital project.

Commissioner Biro wants guarantees this will in not shape or form interfere with the ST#5 project..

Chief Morrison stated not only will it not interfere but it will be a win-win-situation. He would like to discuss it at the next workshop.

Commissioner Giammarco asked if they are going to negotiate for a lower sale price?

Chief Morrison stated it has already been attempted.

Commissioner Giammarco asked if this building had not become available, would they be looking for a building?

Chief Morrison said no. Right now as their Administrator he has everything on hold until they see what Spring Hill will be in tax dollars. They are not looking at another building they would be looking at two-story ST#2. So they are looking at a savings to the District of over a half million dollars.

Commissioner Giammarco asked several questions about bottom line figures.

Chief Morrison said those numbers will be provided and no large expenses are in the works. The building is in move in condition.

Commissioner Giammarco asked are they going to have someone inspect the building, etc.

Chief Morrison said yes.

Chairman Raborn asked how close are they to building ST#5?

Chief Morrison said there is something in the works that he thinks makes it closer than he imagined.

Chairman Raborn stated, if they purchase this building for \$560,000, the first year is only really costing them \$540,000 because for the next year they are definitely going to have to stay at Libby Rd. So the price really is going to be \$540,000.

Motion

Commissioner Jacobs made a motion to follow Staff's recommendation they spend \$125,000 out of impact fee, \$150,000 out of the money that was budgeted for the ST#2 project and that they finance the remained \$285,000 over a ten year period. Commissioner Biro seconded the motion. The motion carried 3-1 (Commissioner Giammarco, nay.)

Floating Captain Position

Chief Morrison stated he would like to present to the Board Staff's position, that the Floating Captains Position although initially would show a cost savings at year three it becomes neutral and then it becomes a negative in cost savings. The variables are too great.

Attorney Salzman stated it becomes costly.

Chief Morrison stated, they have a current promotional list that is going to expire is roughly four (4) months so the people that would have a chance to test again in a four month period if that position was approved by the Board. The question of what to do with the Floating Captain when all the officers are

here, is something that has not been addressed. He thinks they need to settle on the idea of a DE position here rather than doing a Floating Captain position right now he thinks it would hamper it and it is his recommendation that this item be put on hold until negotiations come up and they sit down and work with the Local on this is his direction or is there another direction to go.

Attorney Salzman stated he would ask the Board to wait on this position and allow Administration to use this for negotiating purposes.

Troy Hagar, Union President stated they requested this to be negotiated at the time they were doing negotiations and were told no, let's do it outside negotiations. They wanted to negotiated this and work out all the nuances. To him it is a new position, a new job titles. It is not a Captain's job description. The Fire Chief has the right to create a new position, but when he creates it they have the right to sit down and negotiate it.

Attorney Salzman stated his recommendation is to wait for negotiations and if they wait until after January they will have a better idea of what kind of dollars they are going to have.

Chairman Raborn remembers saying they would see about this after January and also that they would do it after negotiations. He sees where both sides are coming from. He is not going to lay somebody off because they brought a Floating Captain position in. They cannot afford it at this time.

Commissioner Giammarco asked is it one person?

Chief Morrison explained, the position and the concept of the position is one person per shift.

Chairman Raborn said look into how a Floating Captain position would fall into their system. What would his duties be, how will it benefit the Department, what is the positive and negatives aspects of the position. If they were the Captain for the day, what would he do? How would they utilize him, etc. They should move forward with it and then the Board could see if they can afford it. They can get all this information now while waiting for the money impact.

Chief Morrison stated they can place that on the January Agenda but would also like to place the DE position on the Agenda and see how the two may inter relate and affect each other.

Chairman Raborn stated which ever are more cost effective to the District.

Chief Morrison stated the Board will have a presentation of that in January. Commissioner Giammarco asked for an update on the modular move.

Chief Morrison stated he would like to discuss that at the January meeting and it will be on their agenda.

Commissioner Giammarco said OK. CW Homes is moving this?

Chief Morrison said yes.

Commissioner Giammarco asked have they dismantled or started to dismantle it yet?

Assistant Chief Davies said no.

New Business

a. Temporary Office Employee

Chief Morrison stated an employee who will be out of office on medical leave will be gone approximately twelve weeks. This is the accounts payable position and cannot be covered by other people or that over time can be given to some one. It is an eight-to-five, gotta be there, gotta know the positions. County HR was contacted and had a recommendation for a temp agency to fill the position. The company was contacted and recommended individuals which were interview. A temporary employee is what he would like to hire for the positions. This company Spiron was recommended and what he is asking for the payment go to this company and allow them to hire on this temp.

Chairman Raborn asked how much more than they pay now?

Chief Morrison reported they do not pay the employee they pay the company and that is fifteen dollars an hour. A first year office assistant here is \$11.90 which does not include FICA, Retirement, etc. that they will not be paying. This is actually a wash or it might save a little bit. They discussed the temporary company and explained the job and it duties. They are looking at a salary that would be standard in the area and skills that can come in with some background. The people who interviewed were absolutely excellent.

Commissioner Giammarco asked, suppose the person does not work out.

Attorney Salzman stated they are dealing with a company instead of a person so the company would have to supply them with another person. If they don't they would not continue paying the company.

Chief Morrison stated it is not the type of job they can fill in and also do their job.

Motion

Commissioner Jacobs made a motion they proceed with the process of filling this position temporarily. Commissioner Biro seconded the motion. The motion carried unanimously.

b. Repair of Fire Alarm Systems

Chief Morrison reported to the Board the Station One and Station Four Fire Alarm Systems are not only outdated they are currently not working and do not meet code. They have been in the process of getting proposals to revamp both of these systems, and the maximum that they could see would be \$18,000. Originally he was going to request from the Board that that money be released from Reserves, but in looking at it, the money that was not spent on the exterior of Station #4, they should be able to make due with that money on this and is requesting approval to use those funds. He believes the lights were still on in the Mother Board but it did not pass the test and the inspectors think lightning may have been involved but cannot identify the date.

Chairman Raborn asked if they caught it during the yearly check.

Chief Morrison said that is correct. ST#1's automatic dialer which was installed years ago is outdated and he was told it should be going into a Center that is licensed to receive the calls. That dialer will not work, and parts are not available for it, which is the other problem. In updating this system, parts are not longer available for each of the systems and it is the inspectors strong recommendation that both of these systems be replaced.

Chief Morrison stated they will be putting both of these stations on Fire Watch and in consulting with the inspectors, these systems are to the point where they are not working.

Commissioner Giammarco asked if they are each separate?

Chief Morrison said yes.

Commissioner Giammarco asked how soon can they get it done?

Chief Morrison stated he does not know because the proposals to him were not apples-to-apples. As far as the purchase, they have to get the lowest responsible bid. As Administrator, there are a number of options they have as far as a Fire Watch and the last of those would be to hire someone.

Chairman Raborn stated State Code must be followed. If the system is down, they must do a Fire Watch.

Attorney Salzman asked the Board if they wish Administration to handle it at the least costly appropriate method?

Chairman Raborn said, correct.

Commissioner Giammarco asked about the Fire Alarm Systems at the other 2 stations.

Chief Morrison stated, the inspectors did not send him any type of memo on ST#2 / headquarters, however, ST#3 is newly renovated and the Fire Alarm System is within Code.

Chief Morrison stated he can look at the tag for ST#2 and Headquarters

Motion

Commissioner Biro made a motion that they give the Chief authority to spend up to \$20,000 to get the Fire Alarm Systems up and running according to code. Commissioner Jacobs seconded the motion. The motion carried unanimously (4-0).

c. Chief 3 Contract

Chief Morrison thanked Chief Rampino, who has worked with him on negotiating his contract. The Board received it in their packets with a memo asking for any input or changes. He would like to ask the Board direct counsel to sit with him and Chief Rampino to discuss this issue. Along with that he would like each member of the Board to contact counsel with any questions they might have and Attorney Salzman can walk him through this. They have to be very careful that he (Attorney Salzman) is not polling the Board.

Attorney Salzman said he has done this a bunch of times and all the Board has to do is let him know any comments, concerns or questions they have regarding the Agreement. They will sit down and negotiate it. He has already spoken to one Commissioner about some potential language changes and that is what they will do and then bring it back to the Board for a vote.

Commissioner Giammarco asked when.

Attorney Salzman explained they are doing this individually by emailing or calling him. He will then finish drafting it, get it back to the Board so they can approve it.

Chairman Raborn stated he would think the employee would have to approve it as well.

Attorney Salzman said, absolutely, that is what he meant. They are going to look for a little more uniformity in their agreements.

There was a consensus from the Board to proceed.

d. Authorized people in Department Vehicles

Chairman Raborn asked what is the policy on this issue.

Chief Morrison stated they do not have a policy on this issue. There is a Department stance. All of the Officers in this Department were required to attend Chief Brunacini's conference on Customer Service and they have adopted that as a Department philosophy.

Attorney Salzman stated if the discussion tonight is for the procedures and policies the Board wants in place, then that is what he thinks the discussion should be about. It would be appropriate to give direction to move forward.

Chairman Raborn stated, being they do not have a policy in place and he was at Chief Brunacini's presentation, unfortunately, this is not Phoenix, AZ and while he agrees with some of the concepts, unfortunately, this Community might not. They are going to set a policy that only Department people are in the Department's vehicles.

Commissioner Jacobs stated liability is a big factor. Anybody who is on official business is allowed to ride in the vehicle.

Attorney Salzman stated the direction here is to give direction as to the Unauthorized personnel in Department vehicles. Obviously, somebody who is hurt is an authorized person. If they are going to have people come down in the scenario and require vendors and dignitaries or anything, that is an authorized individual in Department vehicles. The only issue would be to define what is Unauthorized. What they have to do is present a standard and have that adopted as a policy.

Chairman Raborn directed Chief Morrison at the next workshop bring the Board something workable.

Chief Morrison stated he and the Board's Chairman's philosophy are far apart. A citizen was needing a ride to the public meeting and he directed his District Chief to pick the person up and did not think two thoughts about it. Can this Department offer a ride to everyone who can't drive at night? No. So in hind site that was a poor decision on his part and he expects this Board to

deal with him accordingly. On the other hand, and this he will stand by, to read in the newspaper that the Board that he has worked for, that represents the people of Spring Hill, that is suppose to give him direction to help get this Department into the future, accuse someone, if they were quoted appropriately, of doing this in a secret, which read under-handed fashion. It called into question, the honor of one of his officers and as Chief of this Department, he won't stand for that. But also the vehicle is a high profile vehicle at the Headquarters so he does not feel there was anything secretive involved. It was his decision to pick up and bring the citizen to the meeting and in retrospect, the wrong decision.

After further discussion, there was a consensus to come up with a standard and have that presented to the Board at its next workshop.

Dental & Life Insurance Premiums

Chief Morrison stated, as the Board knows, the insurance provisions were negotiated in the contract. He can tell the Board it was difficult from his office, that for so many years, he had done contracts but it was always same insurance and how much. There was a lot of give from the other side of the table. Local 2794 has been more than understanding in the trip ups his office has made during the transition process from the Department paying and getting a reimbursement to employees paying. The Department's dental carrier, when it went from 100% participation to employee elective, requited it but with a caveat that they did not expect, that they would need 60% participation. Their quote actually had question marks on some of the coverage. It was obvious and Union representation said, 'how can they vote on this with question marks?' they were absolutely right. In getting their answers, it had taken time. Meanwhile, none of the members had an opportunity for an open enrollment. That opportunity came at the beginning of this month (December), the carrier was willing to back it up to December 1st. But for the month of November what he (Chief Morrison) thinks is fair and right is that this Department pay the premium for dental and Life for the month of November. To give the Board an idea, the premium for Life is \$386.00 and the premium for the dental is at a maximum \$7,500. To make sure that County HR understands, he is requesting a vote from this Board to make sure they are all on the same page.

Motion

Commissioner Biro made a motion that the Department pay the Life and Dental insurance premiums for the month of November 2007. Commissioner Jacobs seconded the motion. The motion carried unanimously (4-0).

Comments of Commissioners

Commissioner Giammarco – Everyone have a happy holiday

Commissioner Jacobs - Everyone have a happy holiday

Commissioner Biro – noticed Assistant Chief Davies' contract was up for evaluation May 7, 2007 and none of that has been done yet and is there a reason?

Chief Morrison said he (Assistant Chief Davies) knows that the Workshop in January . . . he (Chief Morrison) was going to do it tonight and as this Agenda got to the length that it did, he asked Assistant Chief Davies if he would mind waiting until January and he said, yes.

Commissioner Biro asked, he hopes he knows it is not retro-active.

Chief Morrison responded, it will come with a strong recommendation.

Commissioner Biro asked if Chief Morrison's contract which is coming up January 31, 2008 could be put on a Workshop. Everyone have a happy holiday and stay safe.

Commissioner Raborn – as Chairman he has to sometimes bring up things that are not so pleasant as he did tonight regarding unauthorized people in Department vehicles. The men and women of the Department do a great job, do not ever stop. Their Fire Chief does a great job, he makes all the right decisions. Again, everyone have a great and safe holiday.

Open Forum

Steve Denney, Firefighter Paramedic stated he has a letter from his doctor which he would like to pass around the Board. He stated he would like to thank the Board for allowing him time to see other doctors to find a solution for his medical issue. He met with Chief Morrison December 7, 2007 and was told he had no choice but to terminate Mr. Denney's employment with the Department due to not being medically cleared to function as a Firefighter. His neurologist has stated in the letter he sees no contraindications why he should not be able to function as an EMS worker which in this case is a Paramedic. He approached the Fire Chief with this idea and he expressed they needed firefighters who could fill the dual role of Firefighter Paramedic. He disagrees and feels 90% are paramedic skill and would be using his skills as one 90% of the time while on duty. What has changed since his meeting with the Fire Chief is his neurologist has started the process of weening him off his medication and has an appointment on January 7, 2009 to see his

doctor at which time he full anticipates being completely off his medication. He feels after almost 23 years with the Department and 31 years experience, that he can still be an asset to this Department and the Community. He would like to request that instead of just getting rid of him, that he be allowed to fill the temporary Paramedic position and on January 7, 2009 he will be able to regain his Firefighter status. He would hope that this opportunity would be granted, which is granted to new employees would also be granted to a 23 year veteran who still has skills, knowledge, experience and a desire to serve this Department and Community.

Attorney Salzman advised the Board not to response at this time until they discuss it. He does not think the Commission to make any response at this time.

Richard Maass, Spring Hill resident stated he sees a job well done usually. He then proceeded reading a letter he wrote regarding an article written in the newspaper regarding unauthorized people in Department Vehicles. His letter chastised Commissioner Giammarco and took offense to his past actions regarding Department issues. He does not feel he represents the best interests of Spring Hill and bolsters the reason Spring Hill Fire Rescue District should seek Independent status.

Jack Marin, pastor grieves watching and listening to Commissioner Giammarco and is disappointed in his actions. He told Commissioner Giammarco if he continues with the spirit he has, they will all be back to where this Department was several years ago when they had a horrible situation. He challenges and asks the men in the field to keep doing the right thing. He has enjoyed none of what he has heard tonight.

Rachel Rodriguez, Spring Hill resident apologized to Chief Morrison for causing him to be written up in the newspaper. He apologized to the Firefighters for them getting in trouble. She asked for a ride because she cannot drive at night for medical reasons. She asked to come to help the Firefighters. A newspaper report contacted her asking who took her home, etc. Commissioner Giammarco stated she was hiding from him and the only one who was hiding was Commissioner Giammarco. The newspaper said she lives 8 miles away from this Department, so he must have followed to do that and that is against the law. What he did was stalk her and she could press charges against Commissioner Giammarco. She has never gone to court and would not go to court with Commissioner Giammarco because that would be a shame. She feels the public does not want him as a Commissioner and she is going to campaign until she gets him removed as a Fire Commissioner because he does not deserve to sit as a Commissioner. She wished all a happy holiday.

Mae Denney, wife of Steve Denney - Asked the Board about the meeting that they had said the person after Steve Chief Morrison would be able to fire on his own, but it was the Board who was to make the decision.

Chief Morrison stated the policy was changed at that meeting to hire and fire.

Attorney Salzman stated it was as of that meeting.

Chief Morrison stated he told the Board he would take it on from that point.

Chairman Raborn asked Chief Morrison when they talked at the Board meeting was, if they were to discuss the situation with Mr. Denney, it would negate any further action he would have with this Board. He has an avenue right now, he would not have had an avenue before and that is why the Chairman did it that way. There is further action after the Chief's decision which he can pursue.

Attorney Salzman advised that Mr. Denney go through the due process. He has legal avenues, Union has legal attorneys he should follow. That is the appropriate avenue.

Patrick Clemmons – He would like to say it seems a shame everyone must fit into a click to be in this organization. Mr. Giammarco obviously does not fit into the click. He is for the Department as he (Mr. Clemmons) is. He would like Ms. Rodriguez know that he is the one that called the paper and gave the story to Tony Holt. He stated someone cannot make a meeting, call a cab. He feels Fire Chief Morrison has a big heart and tries to help everyone and do the right thing. He thinks Chief Morrison having trucks that this Department donated being also repaired by this Department shows they need to draw a line in the sand here someplace. Even the story about this Department getting its Independent Status, nothing has been brought up that if this Department does get it, it has free reins to raise your mils without State mandate, they can automatically bring it up to 3.75 mils. If he is wrong he will research it even more. As far as the used ambulances be sold, there is a market value. Mr. Maass is rude and the entire time he's sat in this meeting Mr. Maass has done nothing but mumble, complain, insults, the whole nine yards when he doesn't agree with something. He's cursed behind him and he just wishes if he has a comet he would wait until the time is due for public comment and say something. He is a citizen as well and if people want to save a knuckle without risking lives, he is all for it.

Cathy Edmisten, Spring Hill resident – thanked the Board for inviting the Kiwanis Club of Spring Hill during the Lighting Ceremony. They had a very nice time and it was nice seeing the children out there enjoying the lights and Santa Claus, she doesn't know who was Santa Claus. She wanted to try and

end on a happy note and wish everyone a Happy Holiday and thanked the Board for looking out for the Firefighters.

Motion

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

Adjourn

The Commission meeting adjourned at 11:08 P.M.

Charles Raborn, Chairman

M. B. Stevens, Recording Secretary