

**Spring Hill Fire Rescue  
Workshop  
3/14/07 - 7:00 P.M.**

Present: Vice Chairman Biro, Commissioner Jacobs, Commissioner Perreira, Assistant Chief Davies, Chief Morrison, Attorney Salzman

**Call To Order**

Vice Chairman Biro called the Workshop to order at 7:07 P.M.

**Invocation**

Rev. Clemon gave the Invocation.

**Pledge of Allegiance**

Vice Chairman Biro led the Pledge of Allegiance

**Chiefs' Report**

Chief Morrison reported Commissioner Panozzo and Commissioner Raborn will not be able to attend the meeting at this time. Commissioner Raborn is on a call of a large fire and Commissioner Panozzo is on vacation.

The Board had a consensus to excused Commissioners Panozzo and Raborn.

**Federation of Fire Chaplains**

Chief Morrison explained the brochure in the Commission packets is an organization of Fire Chaplains that is held in high regard. Having the two chaplains join this organization it would be worthwhile. He would ask that the District pay for the seventy-five dollar application for each of the Chaplains.

**Consensus**

There was a consensus to have the two chaplains of the Department join the Federation of Fire Chaplains and have the District pay the seventy-five dollar application fee for each Chaplain.

Chief Morrison stated it will be on the next Consent Agenda

Chief Morrison requested that the Board reimburse fuel cost to the chaplains while on official business. It would require them keeping a log in their vehicle and filling out the proper paperwork that any County employee would complete.

### **Consensus**

There was a consensus of the Board to reimburse fuel cost to the chaplains while on official business. Keeping a log in their vehicle and filling out the proper paperwork.

Chief Morrison stated it will be on the next Consent Agenda

### **CHIEF 3 JOB DESCRIPTION**

Chief Morrison thanked the committee for spending the time on this item. He stated the draft of the job description was in the Commission's packets so any suggestions or changes could be discussed.

Vice Chairman Biro asked the Board if they had any questions or suggestions regarding the draft.

There were none.

Chief Morrison stated he can attach this to their next agenda and put it on Consent. He had asked the committee to give a recommendation for a starting salary for this position. Members of the Committee did not feel comfortable recommending salary. A sitting Commissioner and the Union President. Neither felt it was their place to recommend salaries. The direction that he as Chief has heard from this Board is, they move along in a timely fashion on this. So not wanting to delay it any farther, is that it be ten percent above the topped out District Chief salary. The current District Chief salary topped out if sixty-six thousand five hundred and twenty one dollars. At ten percent the new position is seventy-three one seventy three.

Chief Morrison stated the District Chiefs make more as such that the Chief when overtime, and other pays are factored it. Whenever moving from one classification to the next one up the chain a minimum of a ten percent pay increase is in place.

Chief Morrison stated this position will not be limited to the District Chiefs applying for the position. It will allow the Captains with at least five years supervisory experience to apply for this position.

Chief Morrison asked if there were any questions.

Commissioner Jacobs stated he thinks ten percent is a good move and shows this Department's faith in the people they have.

Commissioner Perreira stated it is a fair starting salary, however, under education the last part stated equivalent to an associate degree from an accredited college, etc. with major work in fire, fire administration, public or business administration or a related field. She thinks they need to clarify what they mean by “major work”. She thinks it should be as something that is measurable.

Chief Morrison stated he would expect the two year degree, being an AA or an AS to be in either EMS or Fire Science. It is the easiest one for any member to acquire. His is in Fire Science. All the credits in paramedic school counts towards the AS in EMS.

Commissioner Perreira stated now that the Chief is explaining it she realizes it was misread.

Chief Morrison stated he would like to invite three chief level officers from across the State to come in and do a one-day assessment center and with that assessment present the Board with a ranking for the candidates. This will provide the Board some justification on why they are ranked. The officers to be in the assessment center who do not know these candidates will be selected from a distance away to ensure that be the case by his going to the east coast of Florida to sit for the assessment center.

### **Consensus**

There was a consensus to have Chief Morrison contact and invite three chief level officers from the east coast of Florida to sit for a one-day assessment center.

Vice Chairman Biro asked how long it would take the attorney to put a contract in place for this position.

Chief Morrison stated, his contract would not take long. After the Board selects a candidate for the position, it would be a matter of them or their representative sitting down with the department’s attorney.

Attorney Salzman stated it would be relatively quick.

Vice Chairman Biro asked if the person decides he does not want to keep the position, is there a drop back clause? If a person is in interim there is a way to go back.

Chief Morrison agreed and recommended three months the candidate has to decide whether or not to stay in the position or back to the Field. Six months is too long.

Attorney Salzman pointed out this scenario as long as both parties agree.

Chief Morrison pointed out the vacancy in rank and file is also the vacancy of the very last person. He is not going to offer a job to a firefighter in Pasco (for example) and tell

him quit your job down there but for three months, he does not know if he is staying or going. So for those three months, they will not fill that very last position. He can move people up in an interim level and then if the new candidate in the position chooses to return to the rank and file, everybody would trickle back.

Vice Chairman Biro stated three months is fine just so they do have an option to return to the field.

Chief Morrison stated, he is sure the attorney can include that into the contract.

Commissioner Perreira asked if the second person on the candidate's list be able to move into the position if the first name on the list returned to the field?

Chief Morrison stated, candidate number two would probably move into the position.

Commissioner Perreira stated she is concerned with a vacancy for that length of time because that next candidate has the same three months to decide. The result would be a six month gap.

Chief Morrison stated, that is correct, however, currently the Board is hiring new firefighters next year and they could actually fill that last position and even if it is an additional person for a few months, come October, that person would be hired on anyway. What they will do is fill that position. Having another firefighter on board is not going to hurt this department.

Troy Hagar, Union President stated, this is a non union position but will effect union members now potentially. Could the year long process could go with the interim promotion also. He could interim promote someone for three months, step back, three months start over again, step back, etc.

Chief Morrison stated what they've done in the past with interim promotions that eventually become permanent is have that individual's date of promotion is dated back to the date originally starting as an interim.

Troy Hagar, Union President asked what if there is a test in the meantime. Will the person who has been promoted interim have to test for the next position?

Chief Morrison stated one or two candidates decided to step back and it goes far enough that they get into a new testing cycle, the interim captain or district chief, does he have to go back and test or is he/she already in?

Vice Chairman Biro and Chief Morrison stated that person is already in the position.

Troy Hagar, Union President thanked the Board and Chief Morrison for the discussion.

Chief Morrison stated he would like to recommend the format of the drafted position be adopted into the policies for all of this department's job descriptions.

Commissioner Perreira pointed out the second page of the Education and Experience is duplicated under Education.

There was a consensus to delete the paragraph on the last page title Education.

Chief Morrison stated under Education and Experience it states it will be a certified EMT.

Vice Chairman Biro stated the thinking was they are advertising for a paramedic but will take an EMT. This would be a minimum qualification.

Chief Morrison stated that leaves the potential to exist that the next assistant chief would not be a paramedic.

Commissioner Perreira stated there is that potential and this Board already said that is not what their goal is for the department, therefore, she also has a concern about that and is glad the Chief brought it up for discussion.

Troy Hagar, Union President asked if points were to be given for educational requirements?

After further discussion it was to be revised to read the candidate will be a paramedic.

Chief Morrison stated an assessment center at this level, he is not going to tie the hands of the assessors with points.

Troy Hagar, Union President stated, that is why he felt the word qualifying was in the description. It qualifies the candidate to apply for the position in the qualifying experience section. It qualifies the person to sit but does not necessarily mean that person is lesser than the other candidate.

Chief Morrison stated, these problems are being phased out with now officers coming on board have to have their degrees.

Commissioner Perreira stated, they have already determined that the need to have paramedics in higher level positions so why would they assume that an assistant chief could be a non-paramedic.

Chief Morrison agreed and pointed out paramedics are responsible for distributing and maintaining controlled substances. He is not sure he would allow an EMT to do that. They have changed the way they do the controlled substances to make sure there are multiple levels of control on the substances.

Vice Chairman Biro stated this draft was subject to change and the committee was attempting to put it on paper for the Board to review and make suggestions.

Chief Morrison stated he understands his point regarding the education. He thinks maybe some wording changes could be done.

Commissioner Perreira stated she would recommend, Education Preferred and then just put an associate degree from an accredited college. It does not mean that they have to have it, but they can state it is preferred because they do have some people that do not have that but have an equivalent to it but she doesn't know if they would want to have that in their job description.

Vice Chairman Biro asked Commissioner Perreira if she is referring to the last page.

Commissioner Perreira stated she is talking about the last page. This way it doesn't deter them from hiring someone without an associate degree but a preferred education would be the associate degree from an accredited college.

Chief Morrison stated and as explained the typical way to obtain the knowledge and abilities (page 2) would be experience. He does not know what "an equivalent" to an associate degree is.

There was a consensus to remove the paragraph on page three under Education.

Vice Chairman Biro asked to have the corrected job description back to the Board by the next Regular meeting so the Board can vote.

Chief Morrison stated it will be in the next Consent Agenda and he will arrange for the assessment center.

Commissioner Perreira pointed out a typo under Preference of "he" instead of "the" to also be changed.

## **Organization Chart**

Chief Morrison asked to have Organization Chart discussion tabled until the next Workshop.

There was a consensus to table this item.

## **Manning**

Chief Morrison reported six new firefighters with the justification given being safety and a reduction in overtime. The title used was a Public Information Officer / Public Educator / Grant Writer. There is not enough work for each one of those positions but one person covering all of those would have worked. He received email back from the

County that said, he gets one firefighter and only three more the year after that. This is something brand new and he and counsel mentioned that as the Fire Chief, there is actual case law where the safety of these firefighters is the Fire Chief's liability. If the Fire Chief's training, the way he mans the vehicle, the method of tactical operations, etc. if someone was to be injured, he would be Fire Chief as well as the Fire Board. This departments manning is at the minimums and he does not understand a County that just approved fifteen slots for its fire department and one for this fire department.

Chief Morrison asked the Board for permission to draft a letter directly to the County Chairperson and ask for an explanation. He and Counsel watched a tape where the Clerk of the Court stood at the podium that said they are not changing anything at Spring Hill Fire Rescue District with this ordinance. Spring Hill Fire Rescue District will get to pick exactly what they want they want to do. Spring Hill Fire Rescue District can pick the type of equipment they want to buy and the County is here to help them. The County will make sure Spring Hill Fire Rescue District gets the best price and follows the proper procedures.

Chief Morrison stated, the clarified opinion from the County's Assistant Attorney says that no powers were taken away from this Board. One of those duties / powers is to run a fire department. Picking the amount of firefighters he thinks is crucial. He is requesting permission to draft the letter to the County Chairman.

There was a consensus to have Chief Morrison draft a letter to the County Chairman regarding the manning issue.

Commissioner Jacob stated, he agrees and stated, Spring Hill Fire Rescue District people are not County employees and the County is not going to tell them how to hire. Chief Morrison is the Chief of this department who is to decide what is needed and this Board is going to abide by the regulations.

Chief Morrison stated he is hoping it is his fault that somehow when he directed staff to put the paperwork through that they filled out the paperwork incorrectly. He does not believe that to be true but he is hoping that is how it comes out.

Vice Chairman Biro stated the Fire Chief knows what it takes for the safety of the Public and the crew to do this job. This Board leaves it up to the fire chief to do that and this Board has the authority to run Spring Hill Fire Rescue District. If the Fire Chief feels this department needs the firefighters for the safety of the public and crew then the County has no business stepping in to stop Spring Hill Fire Rescue District from getting it. Also, who in the County said, they could not have the additional firefighters?

Chief Morrison stated he was not sure of their style and he has not been back to work that long, but they were told, and they were actually give a weeks extension. But they submitted them to the budget office and he believes a committee from the budget office. It was done on a Saturday and sent to him. Other than that he does not understand,

especially with the safety issue. Right now, Spring Hill Fire Rescue District is right on that borderline of when they go in, and by the way, he is not happy to announce to the Board, but they have been running an average of a working fire a week. This town is getting old enough to where it is starting to burn but the ladder truck has already saved two structures. He doesn't mean it was there so they used it, he means if it wasn't there he would have pulled the people out and there's a saying from one of his mentors, Chief Brunacini, they will risk their lives to save a savable life, they will risk their life a little bit to save savable property, but we won't risk our lives at all to save lives that are already gone or property that isn't worth saving." There have been times when he has backed people out of fires and let a building go because they simply did not have the resources. It's a very touchy thing.

Vice Chairman Biro stated, he doubts it's the paperwork that he submitted was wrong because the Chief knows what exactly he is doing, he knows how to do this paper work and has been doing it for many years.

Chief Morrison corrected Vice Chairman Biro that it is a brand new system with the County.

Vice Chairman Biro stated he is talking about is as far as how many people they need on the job and this Board trusts his judgment and he is sure it will be resolved.

Attorney Salzman explained, what they are trying to do and based upon the last meeting they had, which was very positive, is go through the process, as being recommended. Depending upon what the County says, they will take their position. Nothing has changed from the enacting ordinance in 1973 to the subsequent qualification of that ordinance which exists in Hernando County. It just says "The Board of Commissioners of this District shall perform all duties necessary for the establishment, operation, maintenance and control of firefighting units, fire control units and rescue and ambulance service units." That is what they are doing, based upon the Fire Chief's recommendation and their understanding of what they are supposed to do and what this Board is empowered to do. Until that changes or this Board tells them differently, that is the direction the Fire Chief will proceed. With that being said, however, they are attempting to open communication with the County. At the last meeting with the County they explained their position and what this Board's position was and it became very positive at the end of the meeting. So they said they would continue the communication. He and the Fire Chief are not drawing a line in the sand, they are just saying the Fire Chief will see if there was a mistake made, if not, the Fire Chief will act according to this Board's direction with his understanding of what he is suppose to do in his position. He and the Fire Chief will not change that because as this Board said, there is a liability issue that they do not want to incur based upon what they believe is adequate manning.

Commissioner Jacobs stated, the County does not hire employees, the County does not have any money to hire employees, they are hired by the District. The County has

absolutely no say in what this Board hires. The County does have the approval authority of this department's budget but they don't control the budget. That is as far as they go as for managing this department is concerned because they are still a Dependent District and contract to an ordinance that was passed in 1993 which was not a valid ordinance because they didn't go through procedure of down grading or dissolving this District. Before they can do anything to the Dependent District they have to go back to the citizens and see if the citizens want to dissolve that District before the County can take it upon themselves to do anything else, and they didn't do that.

Attorney Salzman responded, it is correct. The enacting ordinance 73 which had a referendum vote, which created this special district that allowed for a taxing power for mileage. That is correct. The issue that they are dealing with is whether or not they as this District can deal with the subsequent ordinance they drafted in 2005 which changes to some extent some of their issues. Until they really hit the collective bargaining situation, it wasn't a problem. They've corrected that. They would like to still communicate with the County as their concerns and if they come to an impasse then they will move accordingly. The County Administrator has been very forthcoming with he and the Fire Chief and as they discuss more on this meeting he and the Fire Chief will keep the Board informed what direction they need on the other issues that unfold.

Commissioner Jacobs stated, just to clarify, one caveat in the State Statutes as a dependent district. All it tells them in there is keep the governing body in the County advised of what they are doing. That is all they are to do is keep them advised of what they are doing so everybody has knowledge. This is what the legislature wants so they work together and provide the County with information of what is going on so they can answer questions should they every be asked anything but it doesn't give them any control over what this Board does other than just approving the Budget. Once they approve the budget they are finish with their job with the District at that particular point according to the Statutes. This is something they have to guide their actions by, the Statutes. That is how they were set up and they will guide their actions accordingly.

Vice Chairman Biro stated the Board has the attorney that is handling that real well from what he understands.

Attorney Salzman added, the County Administrator understands what this Board's position is and he understands the County's position regarding the budget issue. He is requesting to be allowed to proceed forward as they discussed under the Manning and he and the Fire Chief will let the Board know the result of the issue. But the Chief requests to proceed according to the direction he was given.

There was a consensus of the Board for Chief Morrison and Attorney Salzman to proceed drafting a letter and communicating with the County regarding Manning.

Chief Morrison stated, he would have preferred during his budget proposal ask for twelve positions. This Board has constantly told him that he will run one of the best fire

departments in the area but he will also make sure that he is fiscally accountable to the citizen's of Spring Hill. This Board has lowered the mileage rate by over seven percent in three years and at the same time so he didn't ask for twelve, six. He thinks with their budget they can get by with that. Increase safety and at the same time show the people of Spring Hill that they are good stewards of their funds.

### **Relay for Life**

Chief Morrison pointed out this Department has always had a strong presents in the American Cancer Society Relay For Life. This year it is on April 20<sup>th</sup> and April 21<sup>st</sup> . The Union has joined with the Department and appointed someone to make all of the meetings. They are going to try something new this year with movies as the theme this year. The Union has chosen Backdraft. They are looking at possibly showing that movie. The relay starts with thousands of participants at the beginning and becomes fewer during the early morning hours. This is outside of this Department's participation and from the Union. The Union's Logistics Chairperson has asked that the Department provide an ambulance for this event. As far as the ambulance being out their for the entire evening he does not see the need for it during the early hours with thirty or forty people milling around. With the Board's permission he would like to provide an ambulance when it starts. There are literally thousands of people there when it starts and they are in various stages of health.

There was a consensus of the Board to allow Chief Morrison to provide an ambulance at the American Cancer Society Relay For Life.

### **ST#5 Update**

Chief Morrison stated Interim Chief Rampino is handling this item and is currently out of town. They missed March 12, 2007 to get on the P&Z. There was some confusion on the paperwork, the cost and also the park. The County Board has made a suggestion of a park. He has not seen the tape but to him the question was would this Department be interested in doing something and Interim Chief Rampino said he would have to bring it to this Board for discussion and depending on the price. When they went to submit the plans for the station they said where are the plans for the park? He thinks they have that one straightened out but they will be on the County's next agenda or Interim Chief Rampino will be here explaining why not.

Vice Chairman Biro stated he was under the impression County taxes paid for parks not fire department taxes, unless it has changed.

Chief Morrison explained the land was deeded to Deltona to the County and believes that deed is going to expire. He thinks they can put a fire station that would be a very good neighbor. If the County wants to put a walking trail in there and this Department wants to help, he thinks that would be great.

Vice Chairman Biro pointed out the having a station there the County is getting almost a twenty-four hour security to watch their park. There was a lot of vandalism at the one across the street (from Headquarters), so this Department would be benefiting the County just as well as they are benefiting this Department. He thinks this is a win-win situation.

Chief Morrison agreed and is looking forward to talking before the P&Z.

Vice Chairman Biro asked when is the next P&Z ?

Chief Morrison said he does not know, he is sorry.

### **Office Space**

Chief Morrison stated, the last time they talked he explained there was property across town. One of the Training Officers sat down and explained to him that he had been in contact in with the Company that has rentals in the area. He has come up with a proposal and would like to relay it to the Board. The Training officer was available last night but the meeting had to be rescheduled to tonight and cannot attend tonight's meeting. There is a quick presentation of five slides for the Board.

Chief Morrison then showed five slides of an office building to the Board which included ample parking, a view of frontage, sides, front entrance and office interior. The property location is on Forest Oaks Blvd. in the same complex as Career Central. Fortunately the Westside County building is next door to this office which this Department can get into its secure network and all of their files would be kept on this Department's servers and their computer would seem to be in the next office not down the street. That's going to be a big deal.

Chief Morrison explained what they are planning is moving Supply to this central location and Hydrant. His recommendation is that they abandon Old Station One and put it on the market. It's not working for them. The only thing he would like to ask the Board, is to allow Crime Watch a small space in this building if they move. They had a small space at Old Station One and they do not take up much room and are a wonderful group of volunteers who coordinate all of the Crime Watch. In this building, if there is a small office he would like to offer it to them.

Chief Morrison stated, what they are talking about is not only moving them up here but moving Medical Billing to this building also. The Board can tell they have run out of space at Headquarters to the point the IT Tech's office is in this Department's conference room. Interim Assistant Chief 3 doesn't have an office and everybody is on top of everybody. They do not have any storage filing. He would like to move Medical Billing, Training, Inspection to the new building. They have to abandon Old Station One also. What he will also do is move one of the Assistant Chiefs to the building. He feels

when there are that many Divisions in a building, he needs somebody that is directly responsible to him to let him know what is going on.

Chief Morrison stated, there is another proposal to rent the upstairs of the office space on Forest Oaks Blvd. The space is double the space they discussed last time but again they are doing more than double the work. There aren't any hidden costs and the owner is one of those rare people that they can run into that love's fire departments and wants to work with them. He stated, if they sign a lease and the budget changes they can get out of any lease because they are government. He explained to him his Board doesn't work that way. The building is an ideal location, the owner does all of the upkeep.

Chief Morrison stated he thinks this is a win-win and answers a number of their situations. Headquarters was built by the same people who built Station 3 and this Board has seen the problems with that not even being built to plan. With the amount of issues he has had with this building, he just does not think it would be prudent for this Board to put any money into this building for offices, etc. they need to find other places. To rent for a period of years allows them to get caught up on other projects and meanwhile they are not crowded.

Vice Chairman Biro stated he agrees with the Chief, it is a great building but he talked to the Training Officer and he was saying the price would be \$6,500/month. Is that correct?

Chief Morrison stated he will have to talk to him about the square footage he is talking about.

Commissioner Perreira corrected Vice Chairman Biro 's figure to \$65,000/yr.

Vice Chairman Biro stated that breaks down to \$325,000 over a 5yr contract. What he was just wondering and he does not know if it is feasible or not, if they sold Old Station One, could they build that type of building for \$325,000?

Chief Morrison stated, they could build their own building. His other choice was come to the Board and see if it wanted him to attempt to jump through the hurdles of buying a building in mid-budget and that is something they should not rush into. He found out tonight they were talking about a five year contract. He would discuss a three year contract, he does not want a five year.

Vice Chairman Biro stated, they could spec out a building for \$325,000 that meets all their needs just as the one being discussed.

Chief Morrison explained they couldn't get that big a building on Old Station One property. They have already been approached in the past to sell that property.

Vice Chairman Biro stated, five years from now what is to say the rent is not going to change and they could actually build something and own it themselves with the money used to rent and the District would own the property.

Chief Morrison said he agrees with Vice Chairman Biro, however, with the Station 2,3 and 5 project, right now he thinks renting property for a few years, would not be a bad idea. The Training and Inspection Divisions must be out of the rented office space across from Headquarters in a few months. They have told us they will not be renewing the lease.

Vice Chairman Biro stated he just cannot see them renting for five years.

Attorney Salzman stated they would not bring a five year contract to the Board. If the cannot as a three year contract then they will have to look somewhere else.

Chief Morrison stated, they could consider the property discussed last time and that individual is willing to rent yearly. Government is allowed to get out of contracts, certainly if there budget changes.

Vice Chairman Biro stated he just hates to see them move again, once they move everything into one building.

Commissioner Perreira pointed out there is a negative to having a long term contract but there is also a positive too if they lock in their rate. And if they lock in their rate at \$16/sq. ft., which is the rate that was proposed to them, they are not going to find that, especially in three years from now.

Attorney Salzman pointed out what they probably would like is a three year contract with a few years' options. Either two three year options on top of it or a two year option and a three year, something along those lines.

Vice Chairman Biro asked then what happens in five years.

Attorney Salzman responded, hopefully in five years something will be done after the Board has made its expenditures of the stations that they are dealing with now.

Commissioner Perreira stated Training Officer Zabetka said this developer would be interested in building for this Department.

Chief Morrison stated he would have to do some more research on it , but knowing he has already been in discussions with the County is helpful that they've done this. Rather than government having to go through all the government problems, the developer is looking at perhaps purchasing Old Station One from the District, building this Department something somewhere, It's more they are partners in this and then they eventually buy their partner out.

Vice Chairman Biro asked Attorney Salzman can they do that?

Attorney Salzman stated, he would have to see what it says. It is not Government problems, it's the process.

Chief Morrison said, thank you. It's simply the process and it actually saves the taxpayer money.

Vice Chairman Biro asked again, can they do that?

Attorney Salzman stated, he has to look at the Agreement and what they come up with before he can give the Board that opinion. He will say that he is familiar with this property as it was his old firm when Jeff Cairo was his partner and it was their Spring Hill office for many years. It's a nice facility and maintained very well.

Commissioner Jacobs asked, is it available now?

Chief Morrison stated, it is available now and they have to be out of next door of Headquarters by July 31, 2007. So its something they need to act on.

Attorney Salzman stated, they are requesting permission to go forward and see if they can bring something to the Board for approval.

Commissioner Jacobs asked of the two properties which is more favorable?

Chief Morrison stated the first property suggested, owned by Famous Tate is only 1,800 sq. ft. while the location being suggested tonight is 4,100 sq. ft. the first floor; 7,000 is with the second floor.

Attorney Salzman stated, this last one is more favorable for the growth issue.

Commissioner Jacobs stated, this would be a wise move. Flexibility is worth its weight in gold.

Attorney Salzman stated, the location is very good, especially to where Headquarters is located.

There was a consensus of the Board for Chief Morrison and Attorney Salzman to move forward in bringing something to the Board for approval.

### **Televising Board Workshops Discussion – Comm. Raborn**

Chief Morrison stated this item was to be discussed by Commissioner Raborn who is not present and will have to be tabled.

Attorney Salzman stated in light of some of the perception in the Community as to what this Board does, he thinks it is very favorable for this Board to have as many situations that they can that is live and that people have an opportunity to see what this Board does. They are very luck that they had the ability to use a DVD in 2005 to show our point of what direction and implications that they had been given. He thinks that it is in the Board's best interest to have its Workshops televised. He thinks there is a misconception as to what this Board does, he thinks it is on all different levels, he thinks it is on other government levels and he thinks with the discussions that he and the Chief just had with some of the County people, he thinks its important for the members of this Board to have the ability for people to see what they do, now more than ever. He does not know what the Chairman's position was in putting this on but he is just recommending this to the Board that as many times as possible that they can have the ability for people to see what they do and the seriousness they take in dealing with these issues, is important for this Board. He would recommend televising all this Board's meetings.

Commissioner Perreira stated, in light of what is happening in the County and all the questions that are coming out in the paper, she agrees. She was one of the people that were against having televised workshops because she thinks it hinders their conversation, but they do not have anything to hide, so by all means she thinks they should be televised.

Vice Chairman Biro stated he too in lieu of what happened with the negotiations sessions and things here, and what the things they are doing for the Community, he thinks the public needs to know it and thinks it should be brought up at the next Regular Meeting.

Commissioner Perreira stated she thinks they should vote on it at the next meeting.

Attorney Salzman stated they will put it on the next meeting agenda.

## **New Business**

None.

## **Comments of Commissioners**

Commissioner Jacobs – Televising cuts out the ambiguity and from a legal standpoint it is wise. Having the meetings taped can clear up anything being said here and there. He thinks they need the whole Board present to make a decision. He thinks Attorney Salzman's advice is well taken and good advice.

Commissioner Perreira - None

Vice Chairman Biro – Is the County ready for the April 1, 2007 turnover because that is when they are suppose to be done with the contract. They were suppose to move out April 1, 2007.

Chief Morrison stated the contract does not end April 1, 2007. As far as them moving out by then he does not know if they will. The contract says thirty days notification and he has not been notified.

Vice Chairman Biro – Is there anything new with the tone-out equipment?

Chief Morrison said no, and he had asked for an update from Assistant Chief Davies. He apologizes again, he is still getting himself up to speed and he has both Chiefs out for a week, Assistant Chief Davies needed some time off.

Vice Chairman Biro – He knows they had discussed schooling reimbursement agreement a couple of meetings and he would like to know where they stand on that.

Chief Morrison explained they have almost gone through the entire years training budget already. The Training Division has asked that he come to the Board and ask for more money for the remainder of the year and he told them he will not come to his Board without some logically explanations as to why they are where they are. Training Officer Zabetka has supplied him with a spread sheet and it seems they have put so many people through Paramedic School that it has eaten into the budget. But what he had asked for, before he comes to the Board for more money, the policies need to be revised. Now that they have people that are taking upper level classes, this Department doesn't have a limit. If they have someone taking 12 hours of upper level classes that could wipe out an entire year's budget. The process needs to be improved. Training has come up with a proposed process. He has talked to the County and they also have a process that they would like them to emulate. It is not a bad process, however, he will be coming to the Board to ask for more money for Training for the remainder of the year and also to approve a new policy that makes it fairer to all members.

Attorney Salzman stated, they wanted to look at the County policy because it has been in place and its been working successfully.

Commissioner Jacobs stated the County Administrator and this Department have their jobs to do and there are people on both sides of issues and they want to keep an open dialogue with the County Administrator, and while sometimes some of the things they say may seem confrontational, they do not mean it to be confrontational.

Attorney Salzman stated the County Administrator has been helpful with him and he has been very open, honest, straightforward and there has been good conversation whether they've agreed or not and very easy to deal with.

## **Open Forum**

Rev. Chaplain Martin stated Chief Morrison has apologized a few times tonight for not being up to snuff healthwise but he wants to say as a citizen he is thankful for the Chief who comes out and under those circumstances. He would also like to agree with their lawyer Mr. Salzman. The folks that he has heard speak about televised workshops, they kind of, because of all of what goes on in newspapers, they get the slant that what's going on behinds the doors and he think it would actually be much to the benefit of this Department to do that. But he would also like to say and he would like to kind of challenge the newspapers on this because he had written an article a week ago Tuesday as a citizen about why it would be wise for Spring Hill to be independent. In it he offered to be part of any group that wanted to do that. On the next day an article appeared, an editorial that had no name on in, but it was obviously and editorial from a newspaper and it at least in my humble opinion appeared that they had read his letter the day before and try to answer or kind of buffer some of it and its never appeared and it basically stated the facts that he thinks every Spring Hill citizen needs to know that they stand to lose an incredible amount if what happens would be that it went in the direction of being combined with the County. Spring Hill has probably the finest department he has ever seen and he is thankful for that he doesn't mean this with any disrespect but they the highest rated department and as a citizen in this town he knows they would lose a lot of valuable things and also the valuable services as Commissioners. They have faithfully served this community in all the years since 1998 as a Chaplain. He has never seen a Board that was as much behind doing the right thing as this Board and he just want to say that he encourages them to keep going forward and thanks to Chief Morrison for all that you do.

Troy Hagar - He would like to tell the Board about the guys they have working here. There was a situation just recently with one of their firefighters whose wife had a baby. Just a very tense situation. This guy has been on an emotional roller coaster, just up and down. It was all iffy whether the baby was going to survive birth or not. Test showed everything looked good so they were up emotionally. They got some bad news, the baby had to be on a heart transplant list, now the baby is in some more danger with some infections, and septic and things like that, so this guy has been a wreck, as anyone might imagine. But the way that the guys in this department stepped up for this guy is impressive. He doesn't have to worry about working until this is over. They've got him covered, working shifts for him; collected nearly \$1,500 for him so he can stay down there, doesn't have to drive back and he just wanted everybody to keep him in their thoughts.

Vice Chairman Biro asked if there was anyone else for open forum. There were none.

Attorney Salzman stated there is an Executive Session after the workshop is adjourned.

## **Motion**

Commissioner Jacobs made a motion to adjourn the Workshop. Commissioner Perreira seconded the motion. The motion carried unanimously.

**Adjourn**

The Workshop adjourned at 8:36 p.m.

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Gene Biro, Vice Chairman

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Michele B. Stevens, Recording Secretary