

To: General Membership

From: Secretary

Subject: Minutes of the North Okaloosa Fire District Board of Fire Commissioners
Monthly Meeting.

Date: July 16, 2020

Members Present: Craig Shaw, Chairman, Commissioner Group IV
Todd McGirr, Commissioner, Group I
Dan Bowers, Jr., Secretary/Treasurer Commissioner, Group II
Willie G. Terrell, Commissioner, Group III
Eugene Wright, Vice Chair Commissioner, Group V At Large

Advisors Present: Jonathan Holloway Legal Council
Brian Howe Chief
Annette Rayburn, Administrator

The Meeting was called to order by Chairman Shaw at 5:00 p.m.

Prayer and Pledge of Allegiance: The Pledge of Allegiance and Prayer were given.

Approval of Agenda: Commissioner Wright motioned to approve the agenda Commissioner McGirr seconded the motion. Vote 5/0.

Approval of Minutes of June 18, 2020: Motion to approve the minutes as written Commissioner McGirr, 2nd Commissioner Wright. Vote 5/0.

New Business:

Public Input - None

Old Business:

a. Contract Update – Chairman Shaw told the board that there has been discussion with Lockheed Martin for the contract. He said that Deputy Chief McMaster will lead the discussion.

Deputy Chief McMaster said that it was requested by Lockheed Martin to go to a 24hr. shift just like the 911 side. The pay is significantly different so we are looking at going to a rotating shift between both sides every 6 weeks. Throughout the year that would mean that both sides would be working 6 months on both sides over the course of 1 year. This would also spread out the pay differential between the two sides. The average pay increase would be about \$14,000.00. Lockheed wants the 24/7 to be accomplished by the end of July. We have been doing cross training the last few weeks to get everyone familiar with each side. We will be now having 3 Captains and 3 Lieutenants and they will be over both

sides. Deputy Chief McMaster said that he will be coming back to the Deputy Chief position fulltime. We need to hire 3 for ARFF and 1 for 911. The following needs approval:

1. Commissioner Bowers made a motion to approve the pay changes for the swapping back and forth of personnel from 911 and ARFF once the new contract is in place. 2nd Commissioner McGirr. Vote 5/0.
2. Commissioner Bowers made a motion to move the Deputy Chief back to a salary position once the personnel have been hired for the contract. Commissioner Bowers asked if this will affect the budget and Chairman Shaw said that it would be it will not blow the budget. Deputy Chief McMaster said in the contract that there are administrative funds that we have discussed will offset the wages line as well. Commissioner McGirr seconded the motion. Vote 5/0.
3. Deputy Chief McMaster asked the board to waive the hiring policy to hire 4 personnel. Commissioner McGirr made a motion to waive the hiring policy until October 31, 2020. Second Commissioner Bowers. Vote 5/0.
4. Commissioner Bowers made a motion to extend the Probation period to 1 year. 2nd Commissioner McGirr. Vote 5/0.
5. Commissioner Bowers made a motion to approve a hiring contract for 1 year and if the employee leaves prior to that year they need to reimburse the company the cost of the ARFF school. Second Commissioner McGirr. Vote 5/0.
6. Deputy Chief McMaster said he had spoken with Chief Howe and they would like to implement a \$10,000.00 supplement for their positions as long as the ARFF contract is in place. In addition to that since they do not get the \$4.54 an hour he would also like that their benefits stay in place. Chairman Shaw said that this cannot be done. Attorney Holloway said that administrative positions can be treated differently. Chairman Shaw said that this needs more investigation. Commissioner Bowers made a motion to pay the \$4.54 an hour for the Fire Fighters and be out of the insurance business. Second Commissioner Wright. Vote 5/0.
7. Commissioner Bowers made a motion for the Chief and Deputy Chief receive the supplement of \$10,000.00 for the duration of the New ARFF contract. Second Commissioner Wright. Vote 5/0.

Deputy Chief McMaster made the comment that all these motions are only in place with the new contract.

Discussion on the Chiefs, Deputy Chief and Administrative positions insurance has been tabled.

8. Deputy Chief McMaster said that he needs approval for the 3 Captain's positions pay of \$1,800.00 and the 3 Lieutenant's positions pay of \$1,300.00. Commissioner Bowers made the motion for the 3 Captains position for \$1,800.00 and 3 Lieutenants position for \$1,300.00. Second Commissioner McGirr. Vote 5/0.

b. Comm Prop Assessment – Tabled

c. E-mail – Tabled

d. Salvage disposal update – Tabled

Break at 6:17pm-6:22pm

Advisory Reports:

Attorney Report- No update

Chief's Report –Chief Howe briefed the report as follows- personnel which now lists 1 management, 14 paid

firefighters, 1 part-time firefighter, 6 relief firefighters, no certified volunteers and 2 support personnel, there were 199 calls for the month June 2020. Chief Howe went over his repairs that were done for the month. Chief Howe reviewed the ARFF School and refreshers that we are sending personnel over to Jacksonville. Motion to approve the Chief's report Commissioner Wright, 2nd Commissioner McGirr. Vote 5/0.

Secretary/Treasurer's Report- Commissioner Bowers said that for the 911 we are to the point where the income for the year is in. Commissioner Bowers said that the ARFF is right on schedule. We should be in good position to do our year end purchases. Motion to approve the treasurers report Commissioner McGirr, 2nd Commissioner Wright. Vote 5/0.

Chief Howe said the Ultra High-Pressure system is due to be delivered at the end of August. Chief Howe also said that the 1500 will be replaced with another T3000 within the next few months from Company Two.

Commissioner Comments:

Set Agenda for next meeting August 20, 2020

The Meeting was adjourned at 6:35 pm.

Craig Shaw
Chairman