

Iona McGregor Fire District Board of Fire Commissioners
Workshop Minutes
January 16, 2019 at 5:00 p.m.
6061 South Pointe Boulevard, Fort Myers, FL 33919

Meeting call to order at 5:10pm

Roll Call of Commissioners

Commissioners Paul Lowers, Ethan Langford, James Andersen, Steve Barbosa, and James Walker all present.

Opening Prayer and Pledge of Allegiance –

Chair states this will be held until regular meeting later this evening.

Public Input on Business Agenda Items – none

Business Agenda Items (no action to be taken)

1) Computer/Communications Information

Chief stated has spoken with Commissioners Langford, Louwer, and Andersen regarding passwords and access through SharePoint. Moving forward, would like department owned devices for Commissioners to use for District business. Wireless, tablet-based unit will be preprogrammed for button push access. Chief demonstrated how access to SharePoint is made from any computer and informed board members that he can spend as much individual time as needed to get Commissioner comfortable using system. Chief demonstrated several pages of the SharePoint including Facebook page, website, FASD handbook, and various documents for board located in Commission SharePoint folder including the updated strategic plan goal information all readily available on SharePoint. Chief asked Commissioners to let he or CRS know if they experience any difficulties in utilizing system adding that he would like to hold off on questions until after labor counsel's presentation.

2) Labor Attorney Introduction

Karen Morinelli thanked all for having her here and gave short bio on her law practice and work history. A brief summary of Florida Statutes regarding negotiations was given. Florida is a right to work state and employees can join or not join union; most in fire service join. Need to negotiate with duly certified agent; PERC was briefly discussed as to the role they take in negotiations. Impasse process in public sector in lieu of strike or lock-out abilities. Discussion internal regarding negotiations and some other items are protected from the sunshine, during negotiations, any papers presented are public. 447, 286, 119 are common statutes regulating district. Executive Session was addressed as to what they are and when they are allowed was mentioned.

Collective Bargaining requirements – reasonable times, good faith, Chief negotiator indicated for both sides, proposals put in writing, articles agreed, tentative agreement is made. Union will take to members for vote once tentative has been developed and agreed. If voted on, ratified by members and taken to board for formal ratification. Things discussed, terms and conditions of employment – economic wages, benefits, etc. are mandatory; permissive items – may be negotiated but not necessary. Caucus is when parties separate from meeting and discuss privately matters. There is no such thing as off the record. ULP (Unfair Labor Practice), violation of contract or law. Impasse is when parties

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cannot reach an agreement. Continue to negotiate on non-impasse items is recommended. PERC will send listing of magistrate if needed to resolve impasse. Difference from Arbitration is that magistrate order is recommendation only. This is brief overview of process is to give broad understanding and idea of contract negotiations.

3) Strategic Plan

Chief gave overview presentation on the plan document. Mission, Vision, and Core Values are important items of plan. The goal objective progress and/or timeline displayed and described. The progress update relates to plan by notating what objective is addressed, what progress has been made, timeline of progress. Commissioner Walker stated the updates should be quarterly, semi-annual, and annual. He added that he does not want to go to new system for receiving information – wants to keep having documents sent to personal device. Chief mentioned possibility for court ordered discovery to seize computer. If Commissioner Walker prefers printing of documents, Chief would prefer to print and send documents.

Commissioner Walker stated that he specifically asked division chiefs to attend and introduce themselves to the new board members. DC McMillion began the introduction by giving title, responsibilities. The qualifications to become firefighter was addressed as well as the orientation and probation process at Iona. Next was DC Aquil, operations gave brief overview of operations division and goal of meeting or exceeding NFPA standards. ALS (Advance Life Support) provider, at least one medic on each truck. Hazmat participation supplementing team with our technicians. Also have USAR members, water operation, rescue divers. DC Steffens informed that he was the Chief of Prevention and Community Relations, and acts as the main external contact to the community. He briefly mentioned the risk reduction objectives and informed that the three fire inspectors conduct approximately 8000 total inspections annually. AC Comer mentioned DC Guzman's responsibilities and duties in Logistics as he is reviewing the newest purchased vehicle in Ohio. He then gave brief bio on his duties and responsibilities as the Assistant Chief.

Public Input on Non-Business Agenda Items – none

Commissioner Comments

Commissioner Walker asked board to save comments until the next meeting.

Adjournment

Motion to adjourn was made by Commissioner Walker with a second from Commissioner Andersen... carried.

Meeting adjourned at 6:15 p.m.

Approved by: _____

Print Name: _____