

MINUTES
WORK SESSION & MEETING OF THE
FORT MYERS BEACH FIRE CONTROL DISTRICT
BOARD OF COMMISSIONERS
TIME: 9:30 AM
DATE: May 8, 2019
PLACE: 2755 Estero Boulevard – Public Library
Fort Myers Beach, Florida 33931

IN ATTENDANCE: Chairman Wood, Vice-Chairman Fleming, Secretary/Treasurer Raymond, Commissioner Liszak, Commissioner Bennett, Fire Chief Love, District members and members of the public.

1. Meeting Called to Order

2. Pledge of Allegiance

3. Adoption of the Agenda [Discussion/Approval]

Chairman Wood called for a motion to adopt the agenda. Commissioner Liszak made a motion to adopt the agenda. Vice-Chairman Fleming seconded.
The motion was approved unanimously 5 – 0.

4. Restate Agenda Items [Information]

5. Public Input on Agenda Items

No public input was provided

6. Consent Agenda [Approval]

Items listed are considered routine and action will be taken by one motion; if a Commissioner desires discussion, the specific item will be removed during the Adoption of the Agenda, and considered separately.

A. April 10, 2019 Work Session & Meeting Minutes

Chairman Wood called for a motion to approve the Consent Agenda. Commissioner Bennett made a motion to approve the consent agenda. Commissioner Liszak seconded.

The motion was approved unanimously 5 – 0.

Chairman Wood requested that Chief Love give an update on the legislation that just recently passed regarding cancer coverage for Firefighters. Chief Love provided an update and congratulations to our State's Firefighters. Commissioner Liszak thanked Heather Mazurkiewicz for her efforts.

7. Hurricane Operations Presentation [Information]

Executive Assistant Fire Chief Wirth provided a presentation of our Department's hurricane plan and highlighted information that might be beneficial for the Board of Commissioners and our Community.

8. Unfinished Business

A. Fire Chief Annual Appraisal Process [Discussion/Approval]

Each Commissioner provided feedback on the Fire Chief's Annual Appraisal Process utilizing the seven categories in the Fire Chief Appraisal form. The feedback from each Commissioner is as follows:

** Commissioners graded on a scale of 1 to 5*

Category 1 – Financial Management

- Secretary/Treasurer Raymond (4.9)
 - Doing a great job in this category
 - He like's all the things that have been accomplished and it's nice to have everything brought up to the same place
- Chairman Wood (5)
 - Effectively uses data to develop long-term fiscal plans
 - Conducted in-depth study of the Life Safety & Support Services Division
 - District 3 contract was ratified within budget parameters
- Vice-Chairman Fleming (4.8)
 - Echoed Chairman Wood's comments
 - Collective Bargaining Agreement (CBA) was very important
- Commissioner Liszak (4.7)
 - Echoed Chairman Wood's comments
 - Capital Replacement Plan is important and it's strong
 - Been under budget for 3 consecutive years
 - Likes the direction we are going
- Commissioner Bennett (5)
 - Continually exceeds expectations
 - Met all of his goals
 - Considers every aspect of the budget to give best value to staff and community

Category 2 – Personnel Management

- Chairman Wood (5)
 - Set up new electronic employee performance system which focuses on the positive not only the negative feedback
 - Developed an "Ops Hour" to keep up on operations and tactics
 - Implemented additional pre-employment assessments
 - Created a "Weekly Wins" program for Administrative staff
- Vice-Chairman Fleming (4.8)

- No additional comments
- Commissioner Liszak (4.8)
 - Negotiations and CBA completed for District 3 and expects the same contract negotiated for District 15
 - Leadership skills and team want to follow Chief Love
 - Appreciates the way Chief Love handles the Department on a daily basis
- Commissioner Bennett (4.8)
 - Excellent job on goals and expectations
 - Loves the use of technology with the team and maximizing resources
 - Continues to improve teambuilding
- Secretary/Treasurer Raymond (4.9)
 - Positive change in morale since Chief Love has arrived

Category 3 – Strategic Planning

- Vice-Chairman Fleming (4.8)
 - Community Strategic Plan – would like to see us implement some of this plan
 - Replacement of Truck 33
- Commissioner Liszak (4.8)
 - Appreciates the Strategic Plan that is in place and feels it's a strong plan
 - Attachment of Budget Initiatives to Strategic Plan is very important
 - Progression in showing measurable with plan
- Commissioner Bennett (5)
 - Outstanding use of data for accomplishing objectives and goals for the District
 - Continually analyzes the budget, makes adjustments when necessary and keeps Board informed
- Secretary/Treasurer Raymond (4.9)
 - Appreciates the long range direction we are going and planning for future
- Chairman Wood (4.8)
 - No additional comments

Category 4 – Leadership

- Commissioner Liszak (4.9)
 - Exemplifies Leadership
 - Believes people are proud to follow Chief Love
 - She learns from Chief Love every time she has an interaction with him
- Commissioner Bennett (5)
 - One of the best Professionals in any industry he's ever had contact with

- Exceeds objectives
- Develops subordinates
- Encourages internal growth and advancement
- Lucky to have Chief Love and proud to be a part of FMBFD
- Secretary/Treasurer Raymond (4.9)
 - Leads by Example
 - Always available
- Chairman Wood (5)
 - Held one-on-one sessions with newly promoted Officers
 - “15 Minutes of Leadership” implementation
 - Acted as Battalion Chief to cover training, events etc. (responded to and commanded a high rise fire on the island)
 - Does everything right
 - Contributes to leadership magazine and Fire Engineering Magazine (spreads leadership nationwide by writing articles)
- Vice-Chairman Fleming (5)
 - Echoed other Commissioners’ comments
 - Outstanding job

Category 5 – Community, Government, and Industry

- Commissioner Bennett (5)
 - Lee County Fire Chief of the Year recognition
 - Put District in leadership role with other agencies in the area of operations
 - Exceeded all goals outlined in last year’s appraisal
 - Everything in the District seems to be running on the right track thanks to his leadership and the community couldn’t be prouder
- Secretary/Treasurer Raymond (4.9)
 - Think he’s doing a great job
 - Can speak directly with Chief
- Chairman Wood (5)
 - Ongoing series of articles in the local newspapers and other District’s want to use the articles he has written
 - Fully Engaged Fire Chief of the Year
 - Assisted in organizing the 70th Year of Service event
 - Represents the District as a keynote speaker
- Vice-Chairman Fleming (4.8)
 - No additional comments
- Commissioner Liszak (5)
 - Community spoke for itself with Fire Chief of the Year recognition

Category 6 – Board of Fire Commissioners

- Secretary/Treasurer Raymond (4.9)

- Doesn't see any problems we've had
- Looks into the future for planning
- Keeps Commissioners updated on information
- Chairman Wood (5)
 - Relationship is outstanding
 - Meets with Commissioners one-on-one to deliver information and receive feedback
- Vice-Chairman Fleming (5)
 - Keeps him updated on what is going on and if he has a question Chief gets him an answer
 - Good working relationship
- Commissioner Lyszak (5)
 - As a new Commissioner she couldn't ask for more communication, education, and training
 - Made being a new Commissioner easy
- Commissioner Bennett (5)
 - Exceeds all objectives
 - Makes the Board as far as operationally running very effortless on the Board's part
 - Great in every aspect of this category
 - Always right information always on time
 - Appreciates the information provided coming in as a new Commissioner
 - One-on-one sessions

Category 7 – Disaster Planning and Management

- Chairman Wood (5)
 - The hurricane presentation today explains the value of his leadership style
 - Works with other District's to ensure our safety
- Vice-Chairman Fleming (4.8)
 - No additional comments
- Commissioner Lyszak (4.8)
 - No additional comments
- Commissioner Bennett (5)
 - Every goal has been accomplished and taken to a higher level
 - Couldn't ask for more in this category
- Secretary/Treasurer Raymond (4.9)
 - No additional comments

The Commissioners thanked Chief Love again and added a couple additional comments.

Chairman Wood requested the final score of Chief Love's evaluation. Chairman Wood made a motion to approve the average score as recorded of 4.9. Secretary/Treasurer Raymond made a motion to approve the average score of 4.9. Commissioner Bennett seconded. Motion approved unanimously 5 – 0.

Chief Love thanked the Board for their comments and stated that they gave him a lot of credit for the work the staff does in this organization and that he will pass on many of the accolades to the staff. Chief Love thanked the Board again for their kind words.

B. Fire Chief Performance-Based Annual Adjustment [Discussion/Approval]

The Board discussed the Fire Chief's Performance-Based Annual Adjustment and reviewed the area salary comparisons. The Board discussed the concept of a base increase, as well as the concept of a performance-based bonus. Chief Love commented on conservative planning for potential economic slow-downs and future alterations. The Board discussed the desire for compensation to count toward retirement programs, rather than one time, and the desire to compensate near the average of comparable Departments. Commissioner Lizak made a motion to approve the presented Fire Chief monetary salary increase to \$175,000, an increase of \$23,755, from today's date and retroactively applied back to March 21, 2019. Commissioner Bennett seconded. Motion approved 4 – 1. Secretary/Treasurer Raymond was a Nay, dissenting based on the desire for a base wage and bonus combination.

C. Board of Fire Commissioner Policy Review Session – Policy B2000 Sections 1-3 [Discussion/Approval]

The Board and Chief Love discussed the verbiage changes to Policy B2000 Sections 1-3. Commissioner Lizak made a motion to approve the verbiage changes presented to the Board. Commissioner Bennett seconded. Motion approved unanimously 5 – 0.

9. New Business

A. Board of Fire Commissioner Policy Review Session – Policy B2000 Section 4 [Discussion]

The Board and Chief Love went through each item in the policy section and discussed verbiage changes to Policy B2000 Section 4. Chief Love will make the recommended changes and provide a redline version to the Board for review.

B. Mid-Fiscal Year Budget Update [Information]

Chief Love provided the Board with a detailed review of the budget at the mid-fiscal year mark.

10. Report from IAFF Union Representative District 15 [Information]

District Vice President (DVP) of District 15 Jake Lamb congratulated Chief Love on his appraisal and stated he would like to echo a lot of the comments that the Commissioners

made, and stated the evaluation was well-deserved. DVP Lamb stated that he believes Chief Love should be above the pay range he was at as well as the rest of our members, and he would like to see us at par with our peers. DVP Lamb reported that four (4) members made it off their one-year probation and he is looking forward to the new batch coming in. DVP Lamb discussed the Easter event with Bay Oaks. DVP Lamb gave an update on negotiations and invited the Commissioners to attend the upcoming negotiations meeting. Commissioner Bennett stated that he would love to see the Union representatives attend more meetings and that the Commissioners would love to hear their input. DVP Lamb stated that he has recently taken on the role as DVP and will push for more involvement from our members. The DVP of District 3, Todd Williamson, invited Commissioners to stop by the station at any time to talk or ask questions. Commissioner Liszak stated that she would like our Firefighters to get out more so the community can get to know them better.

11. Fire Chief Remarks[Information/Discussion]

Chief Love thanked the Commissioners for his evaluation and stated that the words mean a lot to him and he appreciates the feedback. Chief Love thanked everyone who was able to attend Commissioner Kiker's funeral. Chief Love gave an update on District 15 negotiations. Chief Love stated that there is an Open House coming up at our Coast Guard Station and encouraged the Commissioners to attend. Chief Love reminded the Commissioners that we will be taking pictures at the next meeting. Chief Love reminded the Commissioners that May 29th is the tour at the Emergency Operations and Dispatch Center.

12. Public Input

No public input was provided

13. Commissioners Remarks

Secretary/Treasurer Raymond stated that he was happy to see the attendance for Larry Kiker's service. Secretary/Treasurer Raymond stated that Chief Love's appraisal was well deserved.

Commissioner Bennett thanked Chief for a job well done and stated that he could not be more proud of the District. Commissioner Bennett stated that he would love to see the Open House event become an annual event to keep our community involved and meeting our Firefighters. Commissioner Bennett spoke about his interactions with Larry Kiker and stated that he wished he could have attended his service.

Commissioner Liszak agreed with the comments regarding Larry Kiker's service. Commissioner Liszak stated that Chief's appraisal was well deserved and she is happy she was able to be a part of it. Commissioner Liszak thanked Life Safety Specialists Bill Genevrino and Lloyd Adams for their participation in the Taste of the Beach. Commissioner Liszak thanked the District 15 and District 3 representatives for their reports.

Vice-Chairman Fleming echoed the Commissioners remarks and stated that Chief Love is doing an outstanding job and we are fortunate to have him here.

Chairman Wood echoed all of the Commissioners comments and thanked Executive Assistant Angie Snyder and Director of Finance and Administrative Services Jane Thompson for their assistance today and for all the work they do behind the scenes. Chairman Wood thanked Executive Assistant Fire Chief Wirth for his great hurricane presentation.

14. Adjournment

12:06 pm