

DESTIN FIRE CONTROL DISTRICT
Regular meeting of the Board of Fire Commissioners
Main Station
848 Airport Road
Destin, Florida 32541

September 13, 2016

Minutes

Commissioners present: Tommy Green, Rick Moore, Jack Wilson, Bob Wagner, and Mike Buckingham

Staff present: Chief Kevin Sasser, Division Chiefs Ron Gerdeman and Kathryn Wagner and Allison Henderson

Staff absent: Division Chief Joe D'Agostino

Present: Dawn Stuntz

The meeting was called to order at 5:30 p.m. by Chairman Tommy Green.

Public Comments:

Robin Baugh stated her address was private information; her experience with the firefighters over the last five years it seems things have been trending downward and not going as well as they used to go at the department. She stated issues with moral, commissioner/ firefighter relations, the number of qualified applicants have gone down, issues with money, budgets and lawsuits and having to go to impasse. She further stated when trying to come up with a good analogy she came up with football and coaches. She thought of Bobby Bowden, Nick Saban and Steve Spurrier who are fantastic coaches and produced wonderful teams, however there were people in their positions who were not doing as good of a job and those people had to be moved out of the position in order for those wonderful people to come in and play. She further stated why leadership is not being questioned here and it is not questioning being a good person, but it is just a matter of leadership and what kind of leadership skills someone has; are they able to manage the department and make it run smoothly. She stated if the Board thought about it, common sense wise, things are not going well here and she understands the Commissioners; her husband works for both sides as a firefighter and a commissioner, but being on the firefighter side is a lot more involved and takes a lot more of your life and a lot more of your heart and the Commissioners need to consider this and please consider the leadership thing. As parent we do not want to scold our child when they have done something wrong, we want to point to other child and say they were a bad influence, but sometimes we have to look right underneath our nose and not just try to blame someone else. She further stated it was interesting there have been 3 Union Presidents over the last 3 years; it is pertinent because there is a lack of relationship and it is difficult to relate with management and the Board is in charge of making sure that is right so please consider that.

Shane Stewart of 306 Primrose Circle stated he was disappointed as a resident, as taxpayer and as a retired firefighter of where we are today, but disappointment falls a lot more on the Board than on the firefighters although they share some blame, most of the blame goes to the Board. He stated there is no trust, a lot of hate, a lot of discontent and a lot of stuff that does not belong in a fire department. The insurance part was brought to his attention and had read the impasse

article where it states; The District reserves the right to select a company or provider as well as a plan; but it also says in C; The deductible and copay amounts are subject to change through negotiations. He further stated whatever plan you choose normally comes with a set deductible and set copay, the problem with the language is where it says the “employee” not the “bargaining unit employee”. To cut off the HSA cards, in his opinion, is not legal or right. The guys should have been given ample warning, but suddenly it is cut off; what if for example the fire fighters were no longer Union, would their cards be reinstated; management employees are you going to pick and choose who can and cannot have the benefit, it is not right. He further stated folks who have families will have to pay even more out of their pocket so the 3% raise that is supposed to come is now gone.

Shane Stewart asked what the Board wants, what they looking for, what do they want to accomplish; is it to run folks off. He asked if it was to have more control which they have always had through impasse. He stated the Board has a fiduciary responsibility as well as a responsibility to have the best fire department for this District that includes retaining and keeping the best employees; they are the greatest asset and cost the most money and to throw them out like trash is irresponsible. He further stated as a taxpayer he wanted the best fire fighters coming to his house and the best management to take care of those guys and wanted everyone to get to the table and get this worked out because if not we will not have a fire department anymore, it will be a revolving door. He stated if the Board had anything they wanted to talk about they could call him, but in the next round of negotiations the Union needs to leave their guy at home, the District needs to leave Mr. Norton at home... He stated the next time Mr. Norton tells him he is wrong after he talked at the impasse hearing he had to bite his tongue, that man has no right speaking to him that way, he paid part of his salary, \$180,000 of it... leave him at home and let's find a way to get this fixed, it is only costing money, there is \$6,000,000 sitting in reserves, we don't need to go there.

Mike Buckingham asked Shane Stewart since this has been going on how many times he has come before the Board. Shane Stewart stated a couple of times because he wanted to keep himself separated because a lot of people think he is the Union guy.

Mike Buckingham stated that is not where he is going. Mike Buckingham stated Shane Stewart has been here multiple times and knows what the Board has been going through. Shane Stewart stated he knows both sides.

Mike Buckingham asked where he got the \$183,000 for Mr. Norton from. Shane Stewart stated it was just the word that was out there.

Shane Stewart asked how much Mr. Norton has cost us. Mike Buckingham stated a ballpark figure from the night Mr. Stewart was talking about it was around \$92,000 at that time. He further stated he was trying to find out where Mr. Stewart got this number from.

Shane Stewart asked where we are today. Mike Buckingham stated he has the upmost respect for Shane Stewart, but how many times have we been here over the same thing.

Shane Stewart asked where we are today.

Hillary Anderson asked if there was a financial report that could be looked at.

Shane Stewart asked where are we today.

Hillary Anderson asked why that is not being shared.

Mike Buckingham asked why is what not being shared. General discussion in the audience began.

Dawn Stuntz stated it was not a question and answer session.

Tommy Green stated he would sit down with Shane Stewart after the meeting and show him exactly what the dollar amount is. Shane Stewart stated he would like the opportunity.

Shane Stewart stated this was part of the problem, nobody know and the transparency is not there so that is why there is no trust.

Rick Moore stated what is happening is, people putting stuff on Facebook that do not have the facts and everybody thinks it is the gospel when it is not and we know who is spreading all of that.

Shane Stewart stated he reads that stuff just like everything else; it is the number that is out there. He stated if it is the right number then we have the right to know, if it is the wrong number then we have the right to know what the right number is, not at the time of that night, but where we stand today.

Rick Moore asked Kathryn Wagner what that number was. Kathryn Wagner stated the number is approximately \$114,000 at the end of July and has not been updated yet for the end of August.

Kate Miller Christenson of Santa Rosa Beach stated her husband works for the department and asked when the insurance was cancelled because no emails were sent out to let anyone know. She asked if we had a date on that. Chief Sasser stated the Board imposed the articles on July 28, 2016, that was the notice.

Kate Christenson stated prior to that her husband has had melanoma since 2003, he works for the department, he works on the boat in the sun and just recently we have another melanoma situation. She asked who is going to pay for that because we just got the bill on the 7th from stuff that was done in June and July, now he has no card activated to pay for that so how does that work.

Rick Moore stated it would be a question for the insurance company.

Kate Christenson stated she did not understand why this was done, but does understand there is a lot going on with Facebook and gossip and rumors, but the facts need to be known so these issues can be solved. She stated she does not want issues to be solved out of vengeance or bullying or gossip. She stated she works for a local fire department and gets it, but what does the Board want so we can work at it.

Rick Moore stated with the concerns Kate Christenson has her husband needs to go to the Union Representative, that is what they are there for, to notify and let them know what is going on on

that side of the table. He stated your Union representative is supposed to be notifying you when the timelines are to occur.

Kate Christenson stated from what she gathered questions are not allowed, there are no comments or feedback from the Board. Mike Buckingham stated with a due respect the Board is allowing it anytime you want to come here.

Kate Christenson stated she just felt like the Board is blocking us out. Mike Buckingham stated we are not, you came tonight and we are allowing you to speak; come every month. Kate Christenson stated we are not allowed to ask questions. Mike Buckingham stated we do allow questions.

Chief Sasser stated if a question needs to be asked Kathryn Wagner and himself are here Monday through Friday so we can answer those questions and in reference to the questions that were just brought up we were not asked those questions so why are you asking those questions to the Board before running by the staff.

Mike Buckingham stated anytime during the week questions can be asked of Chief Sasser and Kathryn Wagner and anytime in any meeting one of the Commissioners is going to allow someone to speak, if you have a question bring it to us.

Kate Christenson asked if \$114,000 Kathryn Wagner gave as of July was correct. Kathryn Wagner stated yes, there is a spreadsheet and has been released to the public as well. She stated we have been tracking it and only includes negotiations up to the end of July.

Kate Christenson asked about the melanoma bill. Kathryn Wagner stated to talk to us afterward it is not something that should be handled here.

Tommy Green stated it is not that they do not want to answer questions, but it is very difficult when we are trying to keep everything legal, we do not want adverse relationships or unfair labor practices filed against us. He stated the lacteous environment we are in today scares me, if I go say something to somebody can sue me so it does restrict us a bit. He stated he would love to talk to the guys, but he cannot. He further stated they could talk about impasse items but he could not talk to the public about it before the impasse hearing, he could not speak to Kate Christenson about it, he could not talk to his wife about it, he could not talk to anyone about it. That was put on the Board, but the guys could talk to anyone they wanted to which makes it tough on the Board. Tommy Green stated he would give his phone number to Kate Christenson and she could call anytime she has a question. He stated Mr. Harvey has called him and he has sat down with him in the past, but his phone has not rung from anyone else. If anyone wants to call, he will explain what he believes. He further stated he has all the respect in the world for the fire fighters but sometimes we agree to disagree.

Kate Christenson stated she could understand that, that is what happens in negotiations, but did not like the acts of vengeance happening with the insurance.

Rick Moore stated it was not vengeance it was what was negotiated.

Kate Christenson asked Shane Stewart why wasn't the employee listed in that article. Shane Stewart stated in his opinion it was just like pension where it is all employees whether they are

bargaining unit employees or not, it is all employees. He stated unless you are doing a separate insurance for management everybody has the same insurance so everybody should enjoy the same benefit.

Mike Buckingham stated staff is not negotiating a contract.

Chief Sasser stated if it is in the CBA it affects the Union and no one else; you can say in the retirement plan certain things will take place and if the retirement plan changes it affects all those that are there and sometimes those that not in that group are a part of that group are a part of that group or not but it will still affect them. The CBA is the CBA and it only covers those and it has always been that way.

Shane Stewart asked if it would be possible for the Union to negotiate their own insurance. Chief Sasser stated if you have a CBA you could negotiate just about anything. He stated it is done in other place and Mr. Stewart knows that.

Hillary Anderson stated her address was on file. She further stated Chief Sasser brought up the point that what happens for the bargaining unit is something that happens for the bargaining unit when the past practice of the Board has been when something has been given to the bargaining unit the same thing has been done for the management and non-bargaining employees. She stated Chief Sasser has been on record saying “what I do for one, I will do for the other”. Hillary Anderson asked why it is no longer the case. She stated anytime a raise was given, management was also given a something comparable; anytime paid days off was raised in the contract management was also; when there are changes made to the retirement; there are members of this management that are not even involved in the FRF, they are in a separate retirement and they still had the enhancement because the Board and the Chief has always said was “what is good for one is good for the department”. She sated now all of a sudden the hard working Union members do not need this raise, management got a raise last year, but because the Union was contract negotiations they did not. Hillary Anderson asked why management was not made to wait until after negotiations were over just like past practice has been. She stated they all still have their insurance cards, but the employees that are back there and if they were not there would not have a fire department, they do not get there insurance cards anymore. Hillary Anderson asked why they all still have their retirement, but the guys in the back do not. She asked when the change occurred that it is no longer what is good for one is good for the department. She stated this is why people think you are being vindictive and spiteful in the actions you are doing; public perception is it looks bad.

Mike Buckingham stated he had respect for Ms. Anderson and she sat on this Board for years, but she had done the same negotiating that I have done.

Hillary Anderson asked Mike Buckingham what she had done. Mike Buckingham stated she negotiated the contract just like this Board had done, you had been a part of it and you know what the Board is going through.

Hillary Anderson stated what the Board is doing now is taking but still giving. She asked how is that fair.

Mike Buckingham stated because we are not negotiating with management.

Hillary Anderson stated you need to go back and take all the stuff that was not negotiated before because past practice was what was good for everyone in the back, we also want to include management; it is a double standard.

Mike Buckingham disagreed. He stated it is two different issues.

Hillary Anderson disagreed. She stated she would pull records where she has sat in meetings where they have ratified increases and improvements to retirement and there were people that were not included, but the Board agreed to give them enhancements. She stated enhancements were given to the Union employees regarding paid time off that were given to other. Hillary Anderson asked why is it all of a sudden the enhancements are only for management and not bargaining unit members. She asked if the bargaining unit employees drop out will they get the same perks.

Chief Sasser stated no because they are covered by the contract regardless if the drop out or not.

Hillary Anderson asked Chief Sasser if this was the department he was leading.

Chief Sasser stated if the Board remembered in 2015 he came to the Board asked for the staff not to be held as a pawn and their wages not to be held back and to give non-union employees a 3% increase. He stated that was the start of the separation and breaking past practice. He further stated Mr. Wilson had asked in that meeting if we were separating the two groups and we need to make sure those non-union employees understand whatever the Union gets they will not receive which was clearly understood by those people. Chief Sasser stated he believed that occurred in October 2015 and at around that same time there was a supervisory bargaining unit within this District that decertified themselves because they did not like representation or the direction the Union was going; not taking care of them and they had a separate unit. He further stated if we are going to say we are all going to be treated the same; the Battalion Chiefs work every holiday and get zero holiday pay, the rest of the staff that works forty hours gets the day off; there are times the Battalion Chiefs are in multiple meetings on their day off and they don't get paid for it or comp time, they understand they only get comp time is if it is pre authorized; they work significantly more hours than they are ever given in comp time, but if one of the guys works 5 minutes passed 7:00am they are filing for 15 minutes of overtime. He stated the separation has occurred and was requested. He further stated if Ms. Anderson recalled when things were given in the past it was by additional vote of the Board; when contracts were ratified I would have to come back to the Board to ask for the same benefits and the Board would have to vote on them because they are not the same. He stated they are separate and was separate in October 2015 furthermore our charter along with Statue 191 will not allow the Fire Chief to give raises or benefits without the Board's approval so when it comes time to shut a card off it cannot done without a vote of this Board. Chief Sasser stated legally he cannot do that himself, but if you had asked him, he would have asked it not be done.

Kate Christenson stated most departments work this way, when line men get something the admin get it too so when you separated yourselves; it is one of the concerns we have. She asked if they are willing to give up their card and have a \$7,000 deductible. She stated it goes back to the basics of what we teach our kids; treat others how you want to be treated.

Chief Sasser asked the Board if a 4.5% raise was on the table for the Union to vote for. The Board stated yes. Chief Sasser stated it was never the understanding of the non-union staff they

would get 4.5% too. Chief Sasser asked if this same crowd would be in this room demanding non-union staff get a 4.5% raise. He stated he did not think so.

Hillary Anderson stated it is an understanding; they are not a part of a bargaining unit, but if you are going to do a benefit for one then you are going to do the benefit for the other. She stated no one has ever come up here asking not to give the other side the benefit.

Rick Moore asked Hillary Anderson if she knew of a company that had both Union and non-union employees. Hillary Anderson stated yes. Rick Moore asked what they got. Hillary Anderson stated it was pretty much mainstream you get...

Rick Moore stated not where he's ever worked. He stated the Union gets their benefits because that is negotiated, the non-union gets their benefits; they do not intertwine.

Shane Stewart stated that is in most private sectors; most public sectors it is not. He stated the difference in private and public sector has to be taken into account. He stated he was glad this dialog is happening because it has been missing from these meetings. He further stated Chief Sasser was right, he cannot make these decisions, the Board makes them and that is why we come to you.

Mike Buckingham stated the sad part is it has taken so long for anyone to come to us; most meetings we have usually have 2 people show up. Shane Stewart that is the way it has always been.

Mike Buckingham stated people should have been here a year and a half ago, but only 2 people come to the meetings over and over and over.

Shane Stewart stated he was here when there was a board you could not speak to and they believed because the Sheriff's Office didn't get it, you were not going to get it and called every day when the truck was on Highway 98 in the Doughnut Hole line asking why the truck was there when there was no call so he has worked for a board like that.

Mike Buckingham stated the good thing here is come to a meeting and we will talk about it, but it has been going on for a year and a half.

Shane Stewart stated here is it a year and a half later and we are about to go through the next negotiations.

Tommy Green recessed the meeting at 6:05pm.

Tommy Green reconvened the meeting at 7:02pm.

John Harvey of 4327 Preserve Place, Destin stated he has been coming to the meetings for a year now and does not agree with everything that happens here, but you can call Tommy Green or Chief Sasser and they will meet with you which he has done. He stated he was in management for 38 years with UPS and had dealt Union people; if the Battalion Chiefs are staff they are not going to get paid for holidays and they should not expect to because they are on salary whereas the fire fighters when they work they get paid for working that day. He stated if there are things in the contract you don't like then you have to change them and you have to talk to these folks

and if they don't agree with the way you think then there are other ways to go about things; but when your health cards were cut they had a right to do that because it was imposed through a contract and they did not have to contact you to tell you that. He stated your Union membership should have known it when it happened that night, personally he would not have cut them, but that is the way it is, everyone is disappointed and upset, but they have separated management from Union people; there are some things that happen here with management people he does not agree with, but that is the way they run their department and any consequences fall back to them. John Harvey stated he heard them, the Board heard them and Chief Sasser heard them, but what happened to their cards that was imposed on July 28, 2016. He stated he did not think a man sitting up there really wanted to see that happen because if they did then he did not have any respect for them, but he really did not think these men up here wanted to see that to happen to you; now there has to be ways to work with the District, the District has to work with the fire fighters so if you have questions call Commissioner Green and Chief Sasser or go in their office and meet with them, do whatever you have to do, if you have to band up as a group, that is up to you. This was imposed and is part of the contractual give and take, but their cards were not cut because they are management, it is a simple as that and fire fighters get benefits that the management does not get, it is a 2 way street, but something has to happen to make everyone come together to make this a good place to be.

Maria Romero of 113 Airport Rd unit 110, Destin stated she wanted to stay out of it because she is married to a fire fighter, but the Board imposed something that endangers her children; giving the right to the Battalion Chiefs the right to head hunt which is if you call in sick you can come to my house and say my husband is not sick and he has to come to work or he will be fired. She stated she does not want someone with a fever or is sick to work my kid or other citizen of Destin. She stated people don't come here, but she works at AJs and people come in saying they have seen her husband on the news and what is going on at the fire department so people are talking and she has to listen to it every day. She stated she does not want someone who is sick pulling my kid out of a burning building with 50 pounds of gear on with a fever, but they are scared to call in because the Battalion Chief on shift, they do the whole management verses Union thing, does not like them and can say they are not sick, you have to come into work. She further stated the whole thing with 30 years; she does not want a 55 year old putting me over their shoulder and carrying me out of a burning building or someone 200 pounds heavier than me that is just crazy. A 20 year old lifespan on a fire fighter is because at a certain point they cannot do the job anymore; she waits on retired fire fighters all the time from all over and they say at some point, physically, you cannot do the job anymore, they cannot put on 50 pounds of gear and go carry a 300 pound person out of a building so I'm supposed to trust a 55 year old man are going to carry me or my daughter out of a burning building; I pay taxes here, I live here, I work here this is the craziest thing I have ever heard of that you guys imposed on us as citizens that most people do not understand but being scared to call in sick to your job; she did not want a sick fire fighter pulling me out of a car and also the whole insurance thing, letting management keep their insurance but not the guys who are getting the IV blood splashed on them, that are working sick people, they need insurance because they get sick by being in sick people's faces. Maria Romero asked the Board what they were thinking by imposing this article, when sitting at the impasse hearing and realized what they did it hurt her and her family because she does not want a sick person working on her or 55 year old pulling her out of a burning building. She stated no fire department has their guys do 30 years; it has always been 20 and out; you want to save people's retirements but it is not worth her life or anyone else. If the retirement takes a hit, if the pension takes a hit then "boo hoo" the citizens of Destin depend on these men to save us; she has to depend on these men to save her daughter in a car crash and she does not want an 18 year old

boy working on her daughter because you want to hire younger so they can work 30 years, if you hire someone with their credentials and are paramedic they are going to be in their 20s if you impose 30 years they will retire in their 50s that is kind of old to be doing that job. She just does not understand. She asked if it was that bad because ever other fire department does not have these problems they not experiencing the same things. She suggested in good faith to allow the insurance cards to finish the year when the deductible rolls over anyway to show it was not vindictive. There is 4 months left in the year then we knew come January with Obamacare we knew it was going to change, we knew were not going to have the insurance we had, it was wonderful insurance, but in good faith you should have left the cards on until the end of the year then we would have to deal with the insurance thing the whole rest of the country is dealing with because of Obamacare. She further stated some of this stuff is a little hard to swallow, the whole Battalion Chief coming to my house and say my husband is not sick or be fired, that is not ok.

Matthew Winkler, Union Vice-President stated someone on the Board stated they could come to the Union representative and get answers on when the cards would be turned off. He stated to answer for the wives, Chief Sasser said he would get back to him about what exactly is the time frame things would be paid off, if they attempted to be paid before this time and they were pending he would work on getting an answer and he is still working on getting that to us; just to answer that question for everyone. He stated all of us need to work on better communication and is something we can work toward in the future.

Chief Sasser stated Matt Winkler did ask that question to him and he felt pretty confident if they had a bill that occurred prior to the shutoff that would be covered, but I told him I would get a definitive answer. He stated he has almost gotten to the point and has been accused of begging the Union President to talk to me, come and bring issues or concerns to me which I have said to very Union President that has come in along with Matt Winkler, just come talk to me with any questions or concerns. He stated the door is always open for them to talk to me.

Chief Sasser stated no Battalion Chief will come to a house and drag them into work sick, but when we have somebody that is at Crab Island or somebody that is seen out at Publix getting beer for the big game on a day they are out sick, that might be an issue especially when the person that tells me does not want to be involved, that is why you put things in place. He stated guys who come to work when they are sick are told to go home, we are not going to drag them in sick. He further stated as far as 20 years goes, it has not always been 20 years that was just recently instituted, someone has just recently retired at 40 years old so that means we hired them at 20 years old and they are a paramedic. Chief Sasser assured the Board we are not letting someone that is sick run out and treat our citizens and get them sick.

Matt Winkler stated with this career and this job a sick day may not be physically sick, but with PTSD sometimes fire fighters just need time away; that last call may have messed with them, they see certain things that cause them to have issues were physically they may not be sick but mentally or in a working sense they may not be able to be there for their job so they may not look sick to you, but there are a lot of people with PTSD that we may not know have it but those things hold on their shoulders where they may just need that time away to spate themselves from work and that should be their right.

Rick Moore stated they should ask for a vacation day.

Matt Winkler stated it is hard to give 72 hour notice when I get a call, I could be denied vacation if I am within 72 hours.

Chief Sasser stated if someone has that issue going on they should talk to us or their Battalion Chief and we can work through it, but a Battalion Chief showing up to someone's house is not because of a PTSD issue however if they are sick or have PTSD they should be at home recovering on out at the supermarket, but it does not even matter because that article was not imposed; it is not even an issue.

John Harvey stated if someone has an attendance issue you deal with it, people did not care if you discipline those people because they are not coming to work and pulling their weight. He stated if the guys here know you pull someone into the office and discipline them for attendance it was probably because they need it and not too many guys are going to say anything about it and even peer pressure can take care of that for you, but if you threw an article like that out of the window tomorrow that would solve some communication and honesty problems. He stated to me they just want you to get rid of that article.

Rick Moore stated Chief Sasser just stated the article is gone.

Marie Romero stated at the meeting you said this contract or this contract we are going with one contract so when they talked about everything I assumed...

Tommy Green stated not very item is on there only 14 articles were imposed. He stated Marie Romero needs to get with them and find out what they know to be the truth because they are not telling you the same thing.

Chief Sasser stated they had a chief negotiator, he had an attorney, they have an executive board, they had numerous people involved in negotiations; I cannot do that whole education thing; there are a whole lot more of them than me.

Review of minutes:

The minutes for the regular meeting of August 9, 2016, were presented. Jack Wilson made a motion to approve the minutes of August 9, 2016. Rick Moore seconded. The motion passed unanimously.

Review of the Financial Report:

Kathryn Wagner presented the financial report for August 31, 2016. She stated one month remaining in the fiscal year, the financial statement shows strong, as the Board knows certain items are adjusted at the fiscal yearend. She further stated a couple of items to mention under revenue and expenditures were over \$11,000 in impact fees for the month and no contribution by the District for the month of August to the 175 plan which was done intentionally this time of year because an analysis has to be done to make sure that we are funding the plan properly. She stated she is in contact with Sarah Carr's office for several things, one of them is the status of our 2015 premium tax dollars, we currently have \$345,000 budgeted we have already received \$55,000 of funding which was the supplemental payment received before the end of last fiscal year so we are looking for another \$237,000, they have stated they have our annual report and to call back at the end of the week to see that status of that money. If that money is not received the District has to make it up. Chief Sasser stated then when it is received it becomes a surplus in the retirement. Kathryn Wagner stated then that can be used to pay down the fund but as of

now we are waiting for them to approve our annual report; anything that is happening with the article that was imposed does not affect this calendar year's fund of our retirement plan this was based off December 31, 2015 tax premium. She stated she is confident we are going to get the money we just do not know if it will be timely enough to get it into September. She further stated another item to mention was under wages other overtime in the amount of \$9,000 which we have found Beach Safety has room in their budget to cover some of that Crab Island expense with a lot of weather closures there was some savings in labor so we went ahead and moved some of those expenditures over to that side. Kathryn Wagner stated the last item to discuss was capital expenditures, the purchase of 4 sets of bunker gear which has gone a little over budget so an adjustment will be proposed later in the meeting with the yearend budget adjustments.

Bob Wagner made a motion to approve the financial report for August 31, 2016. Jack Wilson seconded. The motion passed unanimously.

Old Business:

1. Planning project

Chief Sasser stated we had a planning committee meeting; ISP sent a letter stating they would not be able to fulfil our request and put together a plan so we discussed how we might move forward and made a suggestion we do this in a 2 step process with the initial step to bring us into compliance to put together a very short term plan by our next meeting in October; we think we can put together a capital acquisition 5 year plan to meet the State Statue and put us in compliance after that we can move forward with important details for a strategic 5 year plan. He stated we are asking the Board for direction for that short term capital acquisition plan to give us the foundation to be able to put it together and how we base the revenue for the next 5 years. He further stated before the Board are past property value numbers and how they have increased or decreased and would like the Board's recommendation. Kathryn Wagner stated they have spoken with the property appraiser several times and they will not make any predictions at all; they say look at your trends, but it will be your decision on how we project the next 4 years.

Jack Wilson asked if they were looking for a number from us. Chief Sasser and Kathryn Wagner stated yes.

Bob Wagner stated to be on the safe side he would like 3% some people say 4% so how about in the middle 3.5%.

Jack Wilson stated if it is too low what happens if it is too high what happens; if it is too high we are over forecasting revenue and we are getting very expansive in everything we do; if it is too low we tend to under shoot and how do we staff back up to where we want to be. He stated it would be harder to be on the low side because our expectations will be too low so he would like to see something in the middle 5 might be too high and 3 is too low.

Mike Buckingham stated 4%.

Rick Moore stated 3% is safe.

Jack Wilson made a motion to use 4%. Mike Buckingham seconded. The motion passed 4 to 1 with Rick Moore opposed.

Chief Reports:

1. Beach Safety report

Chief Sasser stated the Crab Island numbers were added to the report.

Jack Wilson stated what jumps out at him was 63% of the people rescued and assisted were Crab Island and Harbor 9; we do not spend 63% of the money in those places and really that needs more help; does that tell us we need to reassess how we spend the money. He stated we are out there to rescue people and 63% of the people we are rescuing are in the Pass.

Chief Sasser stated that is very good question and he pointed out it is very difficult to educate people in the harbor, to point out rip currents or talk to people like you can up and down the beach, the prevention part of it is much harder in the Harbor and Crab Island.

Mike Buckingham asked if the issues are coming from the snorkel boats in the Pass and are they coming from the pontoons boats on Crab Island. He stated if that is the case he does not believe that is our job to educate those people we need to go to the businesses and tell them we have a problem.

Jack Wilson stated we should assess and impact fee.

Matt Winkler stated he thought they are trying to add \$500 extra insurance to every pontoon boat.

Mike Buckingham stated it is something that needs to be addressed; it is not our place as a District to educate these people, if the problem is coming from these rentals then it is the business owner's job.

Matt Winkler stated he works in pontoon rentals as well and they make it a point to explain each area and each part of it and they sign a sheet that they were explained these things.

Jack Wilson stated be covered from a liability standpoint does not help the situation we are in.

2. Training report

Chief Sasser stated 21 hours of training for the month of August consisting of ground ladders as well as on-line training.

3. Inspection report

Ron Gerdeman stated he received preliminary plans for Sea Glass Apartments, 288 units where Dollywood was going.

Rick Moore how much of an impact fee would be charged. Ron Gerdeman stated he had not figured it all up, but it is roughly \$295 per unit then fees for the fitness center, the clubhouse and garages.

Ron Gerdeman stated his favorite month is coming, October, fire prevention; first graders will be walking down here to see us and we will be going to see everybody else.

4. Response Change report

Chief Sasser asked if the response change report could be skipped because we were not able to get those numbers from the County and hoped to have them for the next meeting.

5. Overtime report

Chief Sasser stated August was not bad, less than 5 hours.

New Business:

1. Year-end Budget Adjustment

Kathryn Wagner stated with a couple of weeks left in the fiscal year she adjusted the books to where we expect to end the fiscal year, some adjustments that are here have already been discussed in previous meetings and they are all self-contained without adding any expenditures to the budget. She stated on page 2 there is a reclassification within the utilities \$250 added to telephone and water and was taken from electricity, supplies equipment increased \$40,000 because it was previously categorized a capital expenditures equipment, the equipment for the truck under \$1,000, fuel trucks was reduced by \$4,750 to make up for other budget adjustments, CPR training added \$750 because of more participation in the program and has excess revenue to pay for the expense. She stated under other- dues and subscriptions increased by \$3,500 due to a billing from the City of Destin for the submerged land lease.

Rick Moore asked what came out of that because I heard we were not supposed to pay that. Mike Buckingham stated he thought that too.

Rick Moore asked if that was not the case. Chief Sasser stated when we asked for the Board's approval to pay it, it was being good neighbors. He stated we were asked by the City Manager at the time if we would do that; he thought the amount was not too much since we get a slip for free in a prime spot when before we paid over \$450 a month for a slip so our position was to work with them to pay for that slip; as far as the City's side he has not gotten back with them.

Rick Moore asked if we could get with them before we pay it. Kathryn Wagner stated it has been paid.

Mike Buckingham stated we need to get back with them because it is his understanding they cannot charge for that slip.

Chief Sasser stated he would check with the new City Manager.

Kathryn Wagner stated under capital outlay the bunker gear exceeded the budgeted amount so \$500 was added and you will see the reduction of \$40,000 under equipment that was just discussed; numerous adjustments to Beach Safety, equipment for radios purchased, moving Crab Island over, dues and fees increased because of the cost of the Visa program, other payroll adjustments, but they are all self-contained within Beach Safety. She stated the net effect of all those adjustments is zero; nothing taken out of reserves, the total annual expenditures stay the same.

Jack Wilson made a motion to approve the year-end budget adjustment for the fiscal year ending September 30, 2016. Mike Buckingham seconded. The motion passed unanimously.

2. Okaloosa County- Beach Safety Services

Chief Sasser stated we received agreements from both the County and the City, the County's agreement reflects the amount agreed to at the last County Commission meeting of \$587,000 then the City's \$100,000 is there as well both agreements are similar to past agreements with

some modification to the City's about when we will be out regarding times around Spring Break and both agreements adding language required by State Statute.

Jack Wilson asked if the requirement to have the County and City logo was new. Chief Sasser stated no, it has always been there.

Jack Wilson stated maybe we should be selling other advertising spots. Chief Sasser stated we actually done that before.

Rick Moore made a motion to approve the Okaloosa County- Beach Safety Service contract. Jack Wilson seconded. The motion passed unanimously.

3. City of Destin- Beach Safety Services

Mike Buckingham made a motion to approve the City of Destin- Beach Safety Service contract. Rick Moore seconded. The motion passed unanimously.

Next meeting:

Tommy Green reminded the Board that the public hearing will be September 21, 2016 and the next regular meeting will be October 11, 2016, at 5:30 p.m.

Adjournment:

With no additional business to be discussed, the meeting adjourned at 7:49 p.m.