

Destin Fire Control District
Board of Fire Commissioners

Regular Meeting

**848 Airport Road
Destin, Florida 32541**

**April 10, 2018
5:30 p.m.**

Destin Fire Control District

Agenda

Board of Fire Commissioners
848 Airport Road, Destin, Florida 32541
April 10, 2018, at 5:30 p.m.

This meeting is open to the public

- 1. Meeting called to order by the Chairman**
- 2. Kevin Kussro of Acentria Insurance – PGIT Grant Presentation**
- 3. Public Comments**
- 4. Review of minutes:**
 - a. Regular meeting – March 13, 2018
- 5. Review of Financial Report:**
 - a. March 31, 2018
- 6. Old Business:**
 - a. West End of District Station
 - b. Affirmation of Trustee to Firefighters' Retirement Trust Fund
 - c. Pension Fund – change in actuarial earnings assumption
- 7. Chief Reports:**
 - a. Beach Safety Update
 - b. Training Report
 - c. Inspection Report
 - d. Response Change Report
 - e. Overtime Report
- 8. New Business:**
 - a. Consideration of Collective Bargaining Agreement with Destin Professional Firefighters' Association Local #3158 – Articles 28 Wages, 29 Overtime, 35 Shift Exchange, 41 Educational Leave, and 43 Incentives
 - b. General Counsel options
- 9. Next Meeting:** Regular Meeting: May 8, 2018 at 5:30pm
- 10. Adjournment**

Kathryn Wagner

From: Kevin Kussro <kevin.kussro@acentria.com>
Sent: Tuesday, March 6, 2018 12:55 PM
To: Kathryn Wagner
Subject: FW: Destin Fire 17/18 Matching Training Incentive Program Application

Please see below:



Kevin Kussro | Vice President - Sales Producer
Kevin.Kussro@Acentria.com

Acentria Insurance
Panama City Branch Office
Direct: 850.769.5215 Ext. 1106 | Fax: 850.763.6669
306 E 19th Street
Panama City, FL 32405
www.Acentria.com



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From: Kevin Meehan [<mailto:kmeehan@publicrisk.com>]
Sent: Tuesday, February 27, 2018 3:27 PM
To: 'Kathryn Wagner' <KWagner@destinfire.com>; PreferredTIPS <PreferredTIPS@publicrisk.com>
Cc: Kevin Kussro <kevin.kussro@acentria.com>; Mike Marinan <mmarinan@publicrisk.com>
Subject: RE: Destin Fire 17/18 Matching Training Incentive Program Application

Kathryn,

Congratulations ! Your application has been approved. Mike Marinan will be reaching out to you soon to coordinate the presentation of your \$ 5,000 check.

Thank you very much !

Kevin Meehan
Vice President
Public Risk Underwriters of Florida, Inc.
Cell: 407 484-6571
Direct: 321 832-1505

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

March 13, 2018

Minutes:

Commissioners present: Rick Moore, Tommy Green and Bob Wagner

Commissioners absent: Jack Wilson and Mike Buckingham

Staff present: Chief Kevin Sasser, Division Chiefs Joe D'Agostino, Matt Taylor and Kathryn Wagner, Marie Wilbur

Present: Attorney Dawn Stuntz and Dana C. "D.C." Matthews, II

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

Public Comments:

None

Recognition of Employees Retiring:

Chief Sasser presented Battalion Chief Bronson Coleman with a retirement plaque as he will be retiring at the end of the month after 25 years of service. Chief Sasser also recognized Captain John Harrison who will retire this week after 28 years of service, but was not present. The Board extended their thanks and appreciation to both retirees.

Recognition of Employees Promoted and Employees Completing Probation:

Chief Sasser presented Certificates of Achievement awards to Captain Jeff Anderson who was promoted to Battalion Chief effective March 6, 2018, Engineers Trey Ward and Robert Flynn who were promoted to Captain and Firefighter Ben Hartley who was promoted to Engineer, all effective March 20, 2018. Chief Sasser also presented a Challenge Coin to Firefighter Dalton Crozier for the completion of his probationary year and recognized Firefighter Travis Tolbert, who was not present for the same accomplishment. The Board members congratulated each individual.

Public Comments:

Board Attorney Dawn Stuntz announced that, after six years, this would be her last meeting. She stated Attorney Dana C. Matthews, II, also of Matthews and Jones, would be her replacement. The Board extended their thanks for her service.

Review of Minutes:

The minutes for the regular meeting of February 13, 2018 were presented. Commissioner Wagner made a motion to approve the minutes as presented. Commissioner Green seconded. With no discussion, the motion passed unanimously.

DESTIN FIRE CONTROL DISTRICT
Minutes of the Regular Meeting – March 13, 2018

Review of Financials:

Division Chief Wagner presented the Balance Sheet for February 28, 2018 and the Report of Revenue over Expenditures vs Budget for the 2017-2018 fiscal year. Commissioner Green made a motion to approve the Financial Report for February 28, 2018, as presented. Commissioner Wagner seconded. With no further discussion, the motion passed unanimously.

Old Business:

1. West End of District Station

Chief Sasser stated that things look promising in moving towards the placement of a fire station on the west end of the District by a water location. He hopes to have more definitive information by the next meeting.

Chief's Reports:

1. Beach Safety Report

Division Chief D'Agostino reviewed the beach safety reports and announced that prospects are looking good for locating a Wave Runner at the Coast Guard Station for better coverage at Crab Island and the inlet.

2. Training Report

Chief Sasser presented the Training Report stating that there were 21 hours completed for each shift during February.

3. Inspection Report

Division Chief Taylor presented the Inspection Report noting that the 4th building at Catalyst Seaglass is online for final with the 5th building right behind. Panera Bread has opened with Starbucks opening on the 20th or 21st and Auto Zone has broken ground.

4. Response Change Report

Chief Sasser reported that response times are still down a bit from last year while calls are up and the breakdown between the two stations at 65/35. He noted there were no calls from skilled nursing facilities during the month.

5. Overtime Report

Chief Sasser noted that overtime was held at a respectable minimum for the month.

New Business:

1. Affirmation of Trustee to Firefighters' Retirement Trust Fund

Chief Sasser presented the selection of John T. Harvey, III by the Firefighters' Retirement Trust Fund Board, for affirmation as Trustee to the Firefighters' Retirement Trust Fund Board. Commissioner Green made a motion to affirm the appointment of John Harvey as Trustee to the Firefighters' Retirement Trust Fund Board. There was no second to the motion. The item was tabled until the next meeting.

2. Pension Fund – Change in Actuarial Earnings Assumption

Chief Sasser reported that the Trustees' Board was in discussion to attempt to lower the expected annual rate of return and noted a big step down would have a significant impact financially on the District. He stated they are considered lowering the rate to 7% over a period of five years with a

DESTIN FIRE CONTROL DISTRICT
Minutes of the Regular Meeting – March 13, 2018

basis point step down each year, however they tabled the item to see the trim statement before proceeding. The Commissioners concurred with that.

Commissioner Wagner agreed to act as liaison between the two Boards. Commissioner Wagner also asked if Division Chief Wagner could hold back on depositing part of the additional funds allocated in the current year budget to pay down the retirement liability until they can get a clearer picture of how they want to proceed. The item was tabled until the next meeting.

Next Meeting:

Chairman Moore reminded the Board that the next regular meeting is scheduled for Tuesday, April 10, 2018 at 5:30 p.m.

Adjournment:

With no additional business to be discussed, the meeting adjourned at 6:15 p.m.

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Destin Fire Control District**Balance Sheet**

As of March 31, 2018

	March 2018
ASSETS	
Current Assets	
Checking/Savings	
Petty cash	\$ 100
Trustmark - checking	3,050,943
Trustmark - impact fee	1,100,622
FLGIT - Day to Day Fund	8,903
FLGIT - Short Term Bond Fund	3,844,298
Total Checking/Savings	8,004,866
Accounts Receivable	
Accounts Receivable	281,813
Total Accounts Receivable	281,813
Other Current Assets	
Ed supplement receivable	3,424
Total Other Current Assets	3,424
Total Current Assets	8,290,103
Fixed Assets	
Land	278,555
Building	1,328,209
Building Improvements	1,412,763
Equipment - firefighting	330,262
Equipment - other	1,000,980
Equipment - station	346,435
Vehicles	2,683,632
Accumulated depreciation	(4,153,666)
Total Fixed Assets	3,227,170
Other Assets	
Prepaid expenses	146,567
Total Other Assets	146,567
Deferred outflows of resources from Pension Fund	817,367
TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	\$ 12,481,207

Destin Fire Control District

Balance Sheet

As of March 31, 2018

	<u>March 2018</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts payable	\$ 38,460
Other Current Liabilities	
Accrued wages payable	89,120
Prepaid Legal Services	1,036
Compensated absences-in 1 yr	87,013
Total Other Current Liabilities	<u>177,169</u>
Total Current Liabilities	215,629
Long Term Liabilities	
Compensated absences-more 1 yr	137,511
OPEB Liability	148,971
Retirement Trust Fund	8,337,169
Total Long Term Liabilities	<u>8,623,651</u>
Total Liabilities	<u>8,839,280</u>
Equity	
Nonspendable Fund	
Nonspendable - Investment General Fixed Assets Fund	3,227,170
Nonspendable - Prepaid Insurance Fund	146,567
Total Nonspendable Fund	<u>3,373,737</u>
Restricted Fund	
Restricted - Impact Fee Fund	1,116,312
Total Restricted Fund	<u>1,116,312</u>
Committed Fund	
Committed - Compensation Fund	50,000
Committed - Unemployment Fund	19,873
Total Committed Fund	<u>69,873</u>
Assigned Fund	
Assigned - Asset Fund	3,319,756
Assigned - Jr. Lifeguard Program Fund	2,278
Total Assigned Fund	<u>3,322,034</u>
Unassigned Fund	
Unassigned Fund	1,685,036
Provided for Retirement Trust Fund	(8,337,169)
Net Revenue over Expenditures	2,412,104
Total Unassigned Fund	<u>(4,240,029)</u>
Total Equity	<u>3,641,927</u>
TOTAL LIABILITIES & EQUITY	<u><u>\$ 12,481,207</u></u>

Destin Fire Control District
Revenue over Expenditures vs Budget
for the 2017 - 2018 Fiscal Year

Revenue

	Through 3/31/2018	Budget	Budget Remaining (Over)	% Remaining (Over)
Advalorem Tax				
Advalorem taxes	\$ 5,169,833	\$ 5,619,167	449,334	8.00%
Discounts (3.5%)	(194,681)	(196,671)	(1,990)	1.01%
Uncollected tax (1.5%)	-	(84,288)	(84,288)	100.00%
Advalorem taxes prior years	950	-	(950)	-100.00%
Advalorem tax interest	823	-	(823)	-100.00%
Advalorem prior years penalty	346	-	(346)	-100.00%
Refund to tax payer	(216)	-	216	-100.00%
Tax collector	(99,536)	(112,383)	(12,847)	11.43%
Total Advalorem Tax	<u>4,877,519</u>	<u>5,225,825</u>	<u>348,306</u>	<u>6.67%</u>
Fee Revenue				
Credit card convenience fees	74	-	(74)	-100.00%
Impact fee	16,074	75,000	58,926	78.57%
Plan review fee	2,642	14,750	12,108	82.09%
Alarm System Malfunction fees	300	800	500	62.50%
Re-Inspection fees	500	500	-	0.00%
Total Fee Revenue	<u>19,590</u>	<u>91,050</u>	<u>71,460</u>	<u>78.48%</u>
Interest from Investments	1,034	6,000	4,966	82.77%
Unrealized gain (loss) on investments	(10,771)	25,000	35,771	143.08%
Gain (loss) on sale of assets - BS	20,000	16,000	(4,000)	-25.00%
Gain (loss) on sale of assets	4,175	-	(4,175)	0.00%
Beach Safety Patrol				
BSP - City of Destin	-	100,000	100,000	100.00%
BSP - Okaloosa County	276,302	779,000	502,698	64.53%
BSP - Junior Lifeguard Program Fees	8,250	49,355	41,105	83.28%
BSP - Junior Lifeguard Program Late Fees	-	1,400	1,400	100.00%
Total Beach Safety Patrol	<u>284,552</u>	<u>929,755</u>	<u>645,203</u>	<u>69.39%</u>
Pension Fund Contributions	-	300,000	300,000	100.00%
Miscellaneous revenue	61	-	(61)	-100.00%
Medical - Training Revenue (CPR)	<u>1,697</u>	<u>6,795</u>	<u>5,098</u>	<u>75.03%</u>
TOTAL REVENUE	<u>5,197,857</u>	<u>6,600,425</u>	<u>1,402,568</u>	<u>21.25%</u>

Destin Fire Control District
Revenue over Expenditures vs Budget
for the 2017 - 2018 Fiscal Year

	Through 3/31/2018	Budget	Budget Remaining (Over)	% Remaining (Over)
Expenditures				
Personnel Services				
Employee medical				
Drug test	263	700	437	62.43%
Physicals	2,585	10,000	7,415	74.15%
Shots	-	1,000	1,000	100.00%
Total Employee medical	2,848	11,700	8,852	75.66%
Insurance				
Elimination recourse	-	200	200	100.00%
Employee	298,702	641,000	342,298	53.40%
Employee AD&D	346	600	254	42.33%
Workers compensation	49,574	116,500	66,926	57.45%
Total Insurance	348,622	758,300	409,678	54.03%
Retirement plan				
District - 175 plan	700,003	2,091,000	1,390,997	66.52%
State Premium Tax Contr.	-	300,000	300,000	100.00%
District - 457 plan	17,369	36,000	18,631	51.75%
Total Retirement plan	717,372	2,427,000	1,709,628	70.44%
Taxes - payroll	81,647	170,000	88,353	51.97%
Wage incentives				
Paramedic	27,514	65,000	37,486	57.67%
Fire Boat Operator	3,553	16,800	13,247	78.85%
Open Water Rescuer	4,338	8,400	4,062	48.36%
Hazardous Materials Technician	6,300	18,000	11,700	65.00%
Total Wage incentives	41,705	108,200	66,495	61.46%
Wages				
Wages	1,002,403	2,046,000	1,043,597	51.01%
Mandatory overtime	20,483	40,000	19,517	48.79%
Duty overtime	7,799	27,000	19,201	71.11%
Holiday pay	14,223	22,000	7,777	35.35%
Commissioners	6,000	30,000	24,000	80.00%
Sick leave and vacation payout	-	14,000	14,000	100.00%
Total Wages	1,050,908	2,179,000	1,128,092	51.77%
Total Personnel Services	2,243,102	5,654,200	3,411,098	60.33%

Destin Fire Control District
Revenue over Expenditures vs Budget
for the 2017 - 2018 Fiscal Year

	Through 3/31/2018	Budget	Budget Remaining (Over)	% Remaining (Over)
Operating Expenditures				
Advertising	1,502	4,500	2,998	66.62%
Bond expense				
Election	-	200	200	100.00%
Employee	140	200	60	30.00%
Total Bond expense	140	400	260	65.00%
Contracts				
Radio Communications Access Fee	1,728	3,800	2,072	54.53%
Traffic control-interlocal agmt	-	1,700	1,700	100.00%
Total Contracts	1,728	5,500	3,772	68.58%
Dues/subscriptions/fees				
Fees	123	-	(123)	-100.00%
County medical director	4,000	4,000	-	0.00%
Dispatch	-	500	500	100.00%
Dues/subscriptions/fees - Other	4,813	10,500	5,687	54.16%
Total Dues/subscriptions/fees	8,936	15,000	6,064	40.43%
Equipment	930	15,000	14,070	93.80%
Equipment - Hoses	-	5,000	5,000	100.00%
Haz-mat	8,867	15,000	6,133	40.89%
Inspections - ladder	1,365	1,750	385	22.00%
Insurance - general liability	35,447	76,000	40,553	53.36%
Lease - copier	1,065	3,500	2,435	69.57%
Office expense	5,131	8,500	3,369	39.64%
Promotion activities	1,059	1,500	441	29.40%
Professional fees				
Audit	15,500	15,500	-	0.00%
Legal	9,814	35,000	25,186	71.96%
Other Professional Services	3,125	7,500	4,375	58.33%
Total Professional fees	28,439	58,000	29,561	50.97%
Property appraiser	36,077	89,500	53,423	59.69%
Repairs and maintenance				
Boat	5,281	6,000	719	11.98%
Building	2,653	18,000	15,347	85.26%
Computers - Hardware/Software/Upg.	10,511	17,500	6,989	39.94%
Equipment	3,920	10,000	6,080	60.80%
Office	8,645	22,500	13,855	61.58%
Vehicle	13,365	60,000	46,635	77.73%
Total Repairs and maintenance	44,375	134,000	89,625	66.88%

Destin Fire Control District
Revenue over Expenditures vs Budget
for the 2017 - 2018 Fiscal Year

	Through 3/31/2018	Budget	Budget Remaining (Over)	% Remaining (Over)
Operating Expenditures (continued)				
Supplies				
Fire prevention	260	5,125	4,865	94.93%
Paramedic equipment	-	5,000	5,000	100.00%
Station	4,526	10,000	5,474	54.74%
Total Supplies	4,786	20,125	15,339	76.22%
Telephone				
Local	3,321	7,500	4,179	55.72%
Cellular	2,177	5,500	3,323	60.42%
Total Telephone	5,498	13,000	7,502	57.71%
Training and per diem	18,147	15,000	(3,147)	-20.98%
Transfer to Asset Fund Reserve	294,705	589,411	294,706	50.00%
Uniforms - Duty	6,982	19,000	12,018	63.25%
Vehicle				
Fuel - fireboat	209	4,500	4,291	95.36%
Fuel - vehicles	10,432	22,000	11,568	52.58%
Total Vehicle	10,641	26,500	15,859	59.85%
Utilities				
Cable	1,913	3,900	1,987	50.95%
Electricity	9,443	27,000	17,557	65.03%
Gas	1,662	3,300	1,638	49.64%
Water	2,026	3,750	1,724	45.97%
Total Utilities	15,044	37,950	22,906	60.36%
Total Operating Expenditures	530,864	1,154,136	623,272	54.00%
Capital Expenditures				
Building	-	848,000	848,000	100.00%
Building - equip./furnishings	-	87,000	87,000	100.00%
Building Improvements	18,184	89,702	71,518	79.73%
Bunker Gear	-	122,500	122,500	100.00%
Computers	18,148	18,880	732	3.88%
Equipment - other	21,421	31,500	10,079	32.00%
Equipment - station	-	9,000	9,000	100.00%
Furniture	-	16,500	16,500	100.00%
Vehicles	28,641	130,000	101,359	77.97%
Total Capital Expenditures	86,394	1,353,082	1,266,688	93.62%

Destin Fire Control District
Revenue over Expenditures vs Budget
for the 2017 - 2018 Fiscal Year

Through 3/31/2018	Budget	Budget Remaining (Over)	% Remaining (Over)
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Other Uses of Funds

Beach Safety Lifeguard Program

Communication Devices	1,569	7,000	5,431	77.59%
Drug and Background tests	2,607	8,342	5,735	68.75%
Dues, Fees	8,183	23,200	15,017	64.73%
Equipment - capital	90,625	90,580	(45)	-0.05%
Fuel	1,176	7,500	6,324	84.32%
Insurance - WC/Liability	14,468	53,136	38,668	72.77%
Office expense	3,321	3,000	(321)	-10.70%
Payroll benefits	27,031	64,062	37,031	57.80%
Repairs and maintenance	12,740	21,500	8,760	40.74%
Supplies	5,403	19,937	14,534	72.90%
Taxes - payroll	6,533	40,653	34,120	83.93%
Training	2,589	2,000	(589)	-29.45%
Unemployment Compensation	-	5,000	5,000	0.00%
Uniforms	10,535	15,680	5,145	32.81%
Utilities	430	2,000	1,570	78.50%
Wages	89,833	531,410	441,577	83.10%
Total Beach Safety Lifeguard Program	277,043	895,000	617,957	69.05%

Beach Safety Junior Lifeguard Program

Advertising and Marketing	773	1,400	627	44.79%
Cell Phone	32	100	68	68.00%
Ceremony and Prizes	-	2,500	2,500	100.00%
Drug and Background Tests	-	650	650	100.00%
Field Trips and Competitions	1,000	8,500	7,500	88.24%
Hardship	-	550	550	100.00%
Insurance (G/L & Accident Policies)	3,578	6,000	2,422	40.37%
Insurance (Workers Compensation)	-	1,000	1,000	100.00%
Office Expense	-	50	50	100.00%
Payroll Taxes	-	1,405	1,405	100.00%
Rental Fees	1,150	800	(350)	-43.75%
Repair and Maintenance	-	150	150	100.00%
Scholarships	-	3,000	3,000	100.00%
Supplies	590	1,150	560	48.70%
Uniforms	5,442	6,000	558	9.30%
Wages	-	17,500	17,500	100.00%
Total Beach Safety Junior Lifeguard Program	12,565	50,755	38,190	75.24%

Total Beach Safety Program

289,608	945,755	656,147	69.38%
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Destin Fire Control District
Revenue over Expenditures vs Budget
for the 2017 - 2018 Fiscal Year

Through 3/31/2018	Budget	Budget Remaining (Over)	% Remaining (Over)
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Other Uses of Funds (continued)

CPR Program

Training Supplies	165	800	635	79.38%
Payroll Taxes	46	-	(46)	0.00%
Wages - CPR Instructor	599	2,500	1,901	76.04%
Total CPR Program	810	3,300	2,490	75.45%

Total Other Uses of Funds

290,418	949,055	658,637	69.40%
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Total Expenditures

3,150,778	9,110,473	5,959,695	65.42%
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Net Revenue over Expenditures (per budget)

\$ 2,047,079	\$ (2,510,048)
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Non-General Fund items:

Use of Restricted Funds	\$ -	\$ 860,000
Use of Assigned Funds	\$ 86,394	\$ 418,082
Use of Unassigned Funds	\$ -	\$ 1,231,966
	2,133,473	-

Other Fund or Non-Budget Items:

Transfer Revenue to Restricted Fund - Impact Fees	(16,074)	
Transfer to Assigned Fund - Asset Fund	294,705	
Depreciation	-	
Depreciation - Beach Safety	-	
Depreciation - Jr. Lifeguard Program	-	
Net Revenue over Expenditures	2,412,104	-

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Kathryn Wagner

From: jth8391@aol.com
Sent: Sunday, March 4, 2018 11:29 PM
To: ptrice3868@gmail.com; tbuchannan@destinfire.com; patrickmcdowell@arborwealth.net; Trey Ward
Cc: Kathryn Wagner
Subject: Retirement Board Volunteer
Attachments: John T Harvey.docx

Dear Pension Board Trustees:

I am writing this letter to express my interest in the at-large volunteer position for the Destin Fire Control District Firefighters' Retirement Fund.

I was employed with United Parcel Service for over 40 years first as a union employee, then promoted into management where I worked for over 35 years. UPS is the largest employer of Teamsters in America. I feel my experience working at UPS gives me a unique perspective on pensions and benefits.

Being in management, I was involved in working on proposals for pension and benefits that our Labor Group presented to local unions during negotiations. I was responsible for 293 employees affecting their safety, service, and performance.

While working in management, I was a Congressional contact. I was assigned the congressperson in my area who I would visit once per quarter. My role was to inform the member of UPS work in their district and the country. UPS has been recognized as the most admired transportation company in America.

I am acutely aware of the problems facing the Fire District when it comes to the Pension Fund. I attended all but, one meeting for their contract negotiations. I have attended several Pension Board meetings over the past two years. I know that the District is currently paying out more in pension funds then they are collecting from the existing members. This month, two more senior employees will retire, and their DROP money will exit the pension as well leaving more stress on the pension plan.

In closing, I know what it is like for a family member to have a secure pension and benefits. My father was a member of the Baltimore City Fire Department for over 40 years. My parents were able to live comfortably in their later years because they had a healthy pension plan and benefits. I have attached my resume and would be happy to answer any questions you may have. Please feel free to reach out via email or my mobile number below.

Sincerely,

John T. Harvey III
410-218-0134

Disclaimer: Florida has a very broad public records law. As a result, any written communication created or received by the Destin Fire Control District will be made available to the public and media, upon request, unless otherwise exempt. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this office. Instead, contact our office by phone or in writing.

John T. Harvey

4327 Preserve Place
Destin, Florida 32541
410-218-0134
jth8391@aol.com

Professional Summary:

Results driven leader with experience in people management, operations, and finance. Areas of strength and expertise in: Driving for Results, Engaging Others, Motivating and Leading Teams and Personal Effectiveness.

Experience:

United Parcel Service – Hagerstown, MD

(Retired and moved to Destin, FL)

Operations Supervisor

November 2005 to April 2015

- Managing the day-to-day operations for a 6 day a week, 18 hour a day Transportation and Warehouse Unit
- Driving volume of packages, growth in lines of business, quota setting, hiring, staffing, and training.
- Creating effective operator schedules that maximize Productivity and On-Time Performance.
- Communicate and evaluate dispatching processes to ensure schedules are meeting operational needs on a daily basis.
- Planning and delivering quarterly operations reviews with the General Managers for operations
- Building and developing relationships with key personnel
- Responsible for volume growth, reducing operating expenses and driving efficiencies
- Insuring the facility was OSHA compliant and Head of the Safety Compliance Committee for 290 employees

District Auditor

2005

- Auditing UPS buildings in the region to insure UPS guidelines were in place and compliance was 100%
- Audit Review Meetings for District, Division, and Business Managers with recommended improvements

Hub Training Supervisor

1995-2004

- Training employees in proper hub methods and procedures to insure operations meets its production and service plan.
- Training employees on UPS's expectations of World Class Customer Service and Safety Programs.
- Testing employees to insure conformity

Business Manager

1985-1995

- Responsible for the delivery, preload, and local sort operations of the facility
- Managing a team of 105 employees, which included union, non-union, full and part-time supervisors
- Work with Business Development, Marketing, Industrial Engineering and Automotive to achieve business plan

Full-time Delivery Supervisor

1983-1984

- Responsible for 30 delivery routes and 37 drivers
- Training all new drivers as well as follow-up training on proper driving and delivery methods
- Develop and execute daily strategy for package volume and routes to achieve business plan
- Following up with "all" customer concerns

Preload Supervisor

1980-1983

- Responsible for dispatching routes for employees to insure they adhere to UPS methods, procedures, and safety standards

Industrial Engineering Supervisor

1980

- Responsible for all work measurement studies in multiple operations including preload, local sort and delivery

Delivery Driver

1979

Part-time Supervisor

1976 -1978

Part-time Package Handler

1974-1976

Education:

Catonsville Community College
University of Maryland

1974-1975
1973-1974

ACTUARIAL ASSUMPTIONS AND METHODS

Mortality Rate

Healthy Lives (Inactive):

Female: RP2000 Generational, 100% Annuitant White Collar, Scale BB.

Male: RP2000 Generational, 10% Annuitant White Collar / 90% Annuitant Blue Collar, Scale BB.

Healthy Lives (Active):

Female: RP2000 Generational, 100% Combined Healthy White Collar, Scale BB.

Male: RP2000 Generational, 10% Combined Healthy White Collar / 90% Combined Healthy Blue Collar, Scale BB.

Disabled Lives:

Female: 60% RP2000 Disabled Female set forward two years / 40% Annuitant White Collar with no setback, no projection scale.

Male: 60% RP2000 Disabled Male setback four years / 40% Annuitant White Collar with no setback, no projection scale.

The above assumption rates were mandated by Chapter 2015-157, Laws of Florida. This law mandates the use of the assumption used in either of the two most recent valuations of the Florida Retirement System (FRS). The above rates are those outlined in Milliman's July 1, 2016 FRS valuation report. Prior assumption was the July 1, 2015 FRS special risk mortality rates. We feel this assumption sufficiently accommodates future mortality improvements.

Interest Rate

7.5% per year compounded annually, net of investment related expenses. This assumption is supported by the Plan's target asset allocation and expected long-term rate of return by asset class.

Retirement Age

Earlier of: 1) Age 55 and 10 years of Credited Service or 2) 20 Years of Credited Service regardless of age (Age 52 with 25 years of Credited Service for Members hired on or after October 1, 2012). Also, any member who has reached Normal Retirement is assumed to continue employment for one additional year. This assumption is reasonable based on plan provisions.

Early Retirement

Commencing with the earliest Early Retirement Age (50), members are assumed to retire with an immediate

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The Destin Beach Safety Patrol



www.destinfire.com/services-programs/beach-safety/

BEACH SAFETY DIVISION'S Commissioner's Report April 10, 2018

I. Busy Spring Break.

II. Statistics.

Destin Beach Safety Statistics Commissioners' Report



Totals as of April 9, 2018

Attendance	189,526
Minor First Aids	29
Major First Aids	3
Public Contacts	35,522
Preventative Acts	7,262
Missing Persons	11
Lost Persons	4
Persons Rescued	9
Assists	11
Boat Infraction	9
PWC Infraction	5
Marine Stings	14
Public Ed Mat	36

Harbor 9 (included in totals above)

Attendance	
Minor First Aids	
Major First Aids	
Public Contacts	
Preventative Acts	
Missing Persons	
Lost Persons	
Persons Rescued	
Assists	
Boat Infraction	
PWC Infraction	
Marine Stings	
Public Ed Mat	

Destin Fire Control District

March 2018 Training

	A-Shift	B-Shift	C-Shift	Total
Company Training				
Tactics & Strategy				
Company Surveys/ Pre fire Plan	6	6	6	18
Medical				
EMS Driving Safety	1	1	1	3
EMSPediatric Assessment	1	1	1	3
EMS Poisoning & Overdose	1	1	1	3
Company Training				
Forcible Entry-Part 2	3	3	3	9
Target Hazards-Henderson St10 & Emerald G St9	3	3	3	9
Apparatus Training				
EVOC	5	5	5	15
Total Training Hours	20	20	20	60

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FIRE PREVENTION & INSPECTIONS

March 2018

Inspections Performed

Annual Inspections:	
Apartments/ Condominiums	18
Hotels/Motels	1
Assembly	2
Business	89
Mercantile	10
Board & Care/ Day Care	
Storage	5
Sprinkler /Alarm	
Access To Property	109
Vacant Property	50

Total 284

Construction Inspections:	
Building	7
Remodel	
Fire Alarm	2
Sprinkler System	2
Site	3
Hood System	1

Total

Re-inspections	10
----------------	----

Total 10

Public Inquiries	
Conferences	2
Pre-Plan Update	
E.C. Updates	15

Total 17

Total Inspections 311

Plans Reviewed

TRT	
Building Site	2
Remodel	
Building	6
Signs	4
Sprinkler Systems	
Fire Alarms	
Hood Systems	2

Total 14

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Fractile Response Times
Emergency Responses
For the Year 2018

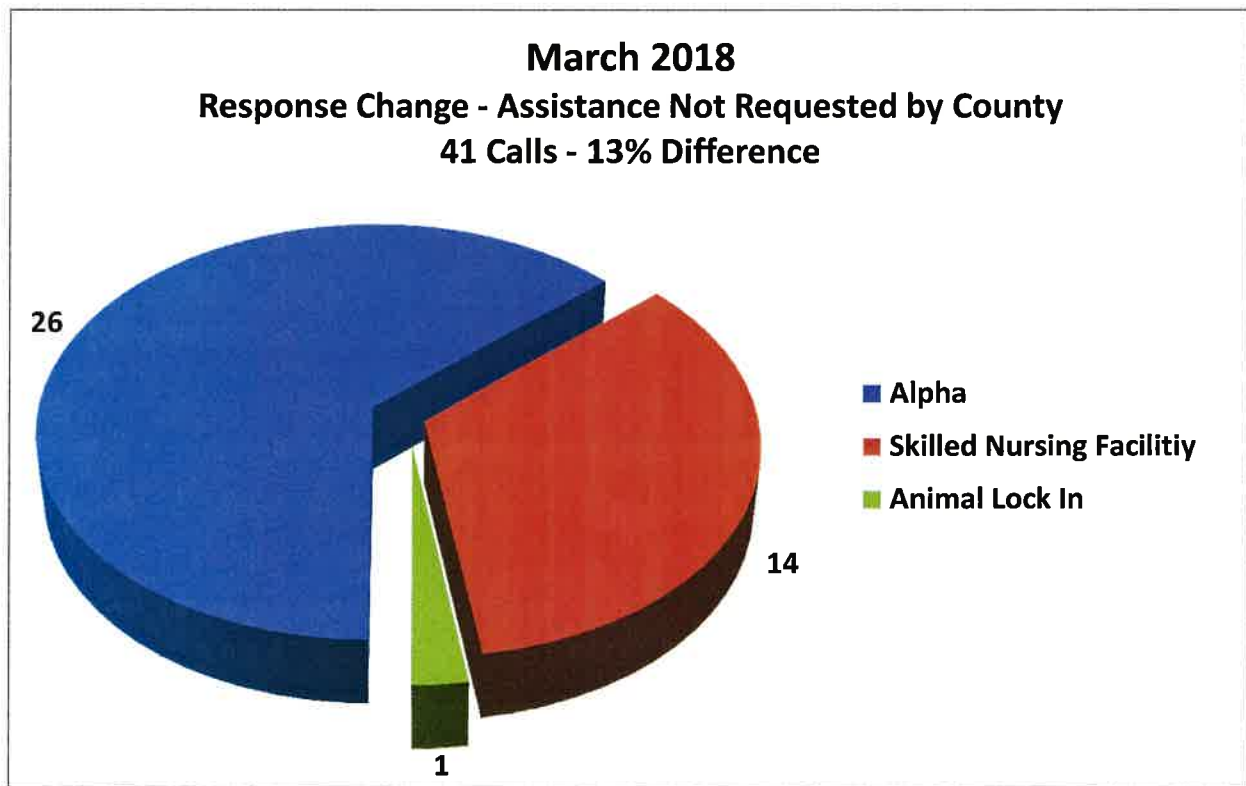
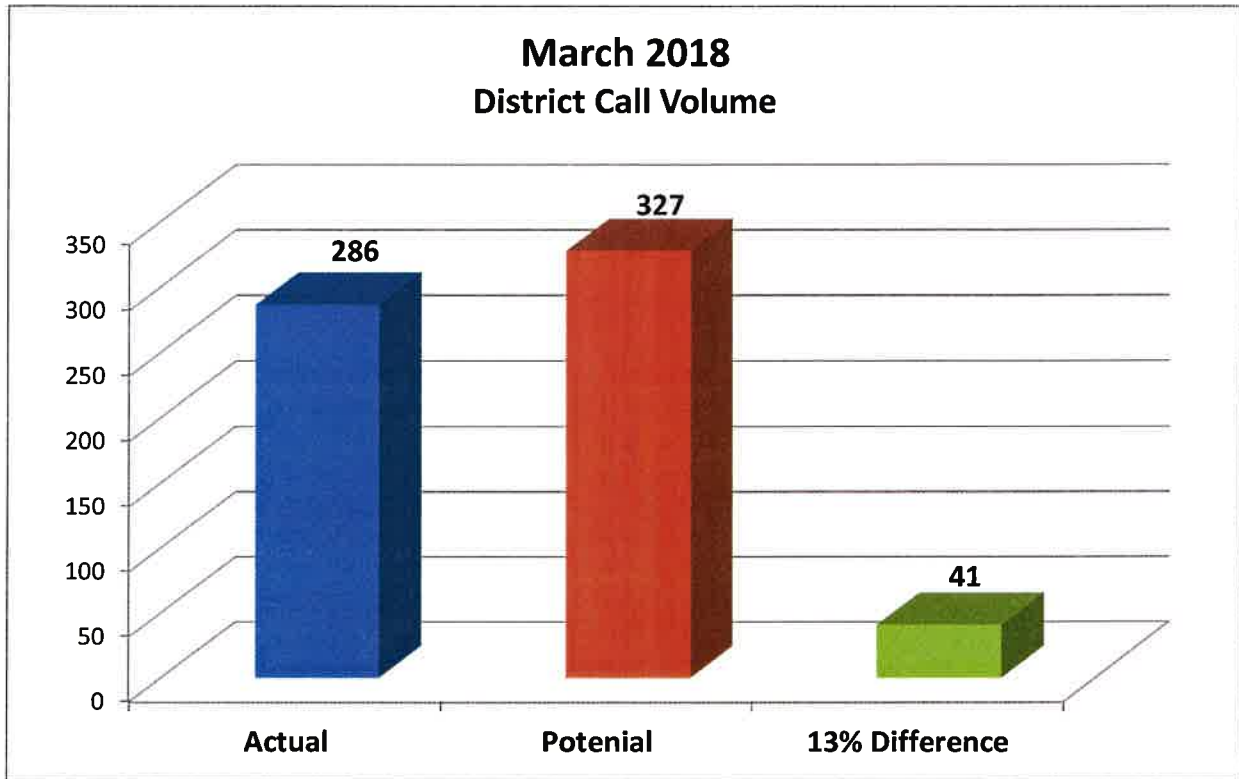
	Destin Fire			Okaloosa County EMS		
	<u>7:59 Level</u>	<u>90% Level</u>	<u>Mean</u>	<u>7:59 Level</u>	<u>90% Level</u>	<u>Mean</u>
January	72%	0:09:30	0:05:51	41%	0:25:14	0:12:53
February	80%	0:09:30	0:05:46	44%	0:28:19	0:15:32
March	79%	0:09:00	0:05:37	51%	0:22:01	0:11:52
April						
May						
June						
July						
August						
September						
October						
November						
December						
Year to Date	77%	0:09:20	0:05:45	45%	0:25:11	0:13:26
2017 Average	80%	0:09:08	0:05:50	51%	0:23:12	0:12:42

Hot Zones For the Year 2018

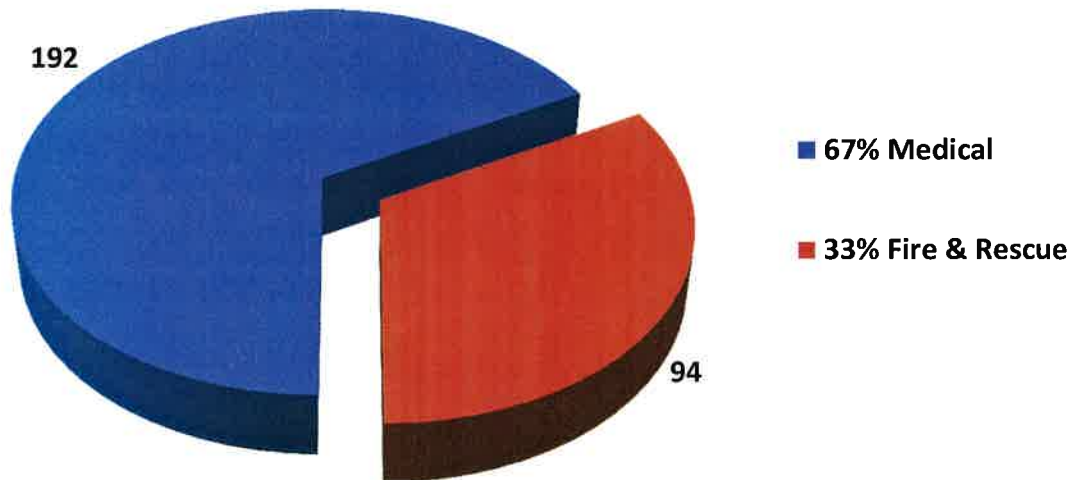
	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 3</u>	<u>Zone 4</u>	<u>Zone 5</u>	<u>Zone 6</u>	<u>Zone 7</u>	<u>Zone 8</u>	<u>Zone 9</u>	<u>2018</u> <u>Total</u>	<u>2017</u> <u>Total</u>	<u>2016</u> <u>Total</u>	<u>2015</u> <u>Total</u>	<u>2014</u> <u>Total</u>	<u>2013</u> <u>Total</u>
January	47	23	54	20	31	21	26	22	5	249	185	181	164	283	226
February	32	21	48	23	34	22	22	37	4	243	204	194	187	192	216
March	53	26	56	21	44	24	23	34	6	287	281	250	216	280	272
April										0	250	210	245	257	236
May										0	261	251	287	333	312
June										0	349	335	330	324	350
July										0	452	421	386	392	405
August										0	276	310	302	325	278
September										0	238	255	230	259	216
October										0	250	220	226	208	234
November										0	192	216	174	184	203
December										0	206	193	219	160	198
Year to Date	132	70	158	64	109	67	71	93	15	779	3144	3036	2966	3197	3146
(A) Zone 1 - Destin Bridge to Benning Drive										(G) Zone 7 - Hwy 293 (N side ECP) to Walton County					
(B) Zone 2 - Benning Drive to Main Street										(H) Zone 8 - Hutchinson to Walton County (southside ECP)					
(C) Zone 3 - Main Street to Airport Road										(Z) Zone 9 - Out of District					

Call Breakdown
For the Year 2018

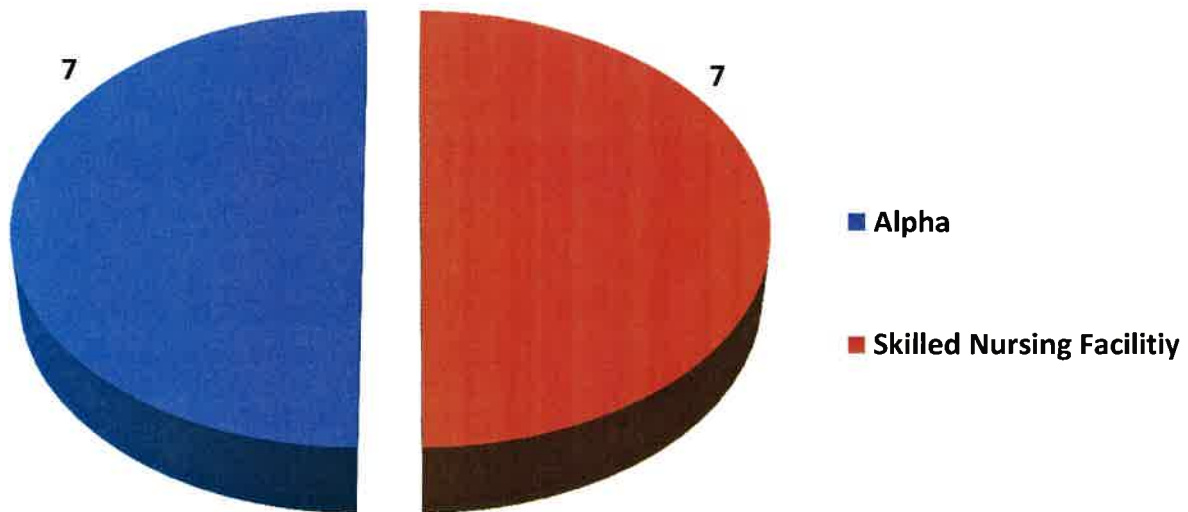
	Station 9 <u>Number</u>	Station 9 <u>Percentage</u>	Station 10 <u>Number</u>	Station 10 <u>Percentage</u>	<u>Total</u>	<u>EMS</u>	<u>Fire</u>	<u>Total</u> <u>EMS</u>
January	165	66%	84	34%	249	67%	33%	167
February	159	65%	84	35%	243	71%	29%	173
March ...	188	66%	99	34%	287	80%	20%	231
April								
May								
June								
July								
August								
September								
October								
November								
December								
Year to Date	512	66%	267	34%	779	73%	27%	571
2017 Totals	2111	67%	1033	33%	3144	61%	39%	2,224



March 2018
Fire & Rescue / Medical Response Comparison
286 Actual Responses



March 2018
Resonse Change - Assistance Requested by County
14 Responses



**Destin Fire Control District
Call History for 2018**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2018 Totals	2017 Totals
Fall	22	30	26										78	215
MVA	20	27	30										77	328
Unknown Problem	18	13	35										66	353
Sick Call	22	20	15										57	182
Breathing problem	13	16	19										48	142
Chest pain	13	12	14										39	117
Unconscious	6	11	16										33	188
Trauma	4	6	20										30	106
Assault/Rape	8	3	11										22	75
Seizures	4	5	10										19	100
CVA/Stroke	6	6	4										16	48
Cardiac Arrest	6	2	6										14	41
OD/Poisoning	1	4	8										13	36
Diabetic Emergency	7	4	1										12	27
Psychiatric	9	1	1										11	45
Hemorrhage	3	3	3										9	34
Abdominal Pain	2	2	2										6	29
Heart Problem	1	2	3										6	13
Drowning		2	2										4	42
Allergic Reaction		3											3	27
Back Pain		1	1										2	19
Choking	1		1										2	14
Headache	1		1										2	4
Stabbing/GSW			1										1	6
Childbirth/Labor			1										1	2
Heat/Cold Emergency													0	19
Other													0	11
Eye Injury													0	1
Electrical Shock													0	0
Totals	167	173	231	0	0	0	0	0	0	0	0	0	571	2224

**Destin Fire Control District
FYD Duty Overtime
as of March 31, 2018**

Name	3) FYD Balance at 2/28/2018		2) March Activity		3) FYD Balance at 3/31/2018	
	Hrs	Amt Paid	Hrs	Amt Paid/Earned	Hrs	Amt Paid
Anderson, Jeff	-	-			-	-
Baugh, Mark	0.50	11.21			0.50	11.21
Blixt, Justin	-	-			-	-
Buchanan, TJ	-	-			-	-
Christenson, Brian	12.00	438.00			12.00	438.00
Crozier, Dalton	-	-			-	-
Darden, David	-	-	2.75	60.56	2.75	60.56
Flynn, Robert	36.50	990.30	26.50	807.20	63.00	1,797.50
Frank, Richie	-	-			-	-
Harrison, Tray	-	-			-	-
Hartley, Ben	12.00	185.64			12.00	185.64
Kocour, Doug	0.75	10.41			0.75	10.41
Koenig, Robert	12.50	260.31			12.50	260.31
Landis, Mike	24.00	653.04	27.75	595.58	51.75	1,248.62
MacDonald, Kevin	-	-			-	-
Money, Arnold S.	0.50	14.51			0.50	14.51
Myers, Shaun	12.00	257.16			12.00	257.16
Parker, Eli	15.00	253.56			15.00	253.56
Rebholz, Tim	-	-			-	-
Romero, Felix	24.75	713.72	24.00	701.04	48.75	1,414.76
Swartz, Reese	-	-			-	-
Turner, Luke	-	-			-	-
Ward, Trey	26.50	856.22	24.00	775.44	50.50	1,631.66
Watson, Donny	0.75	13.76			0.75	13.76
Weiland, Brian	-	-			-	-
Winkler, Matt	-	-			-	-
Total Duty Overtime	177.75	\$ 4,657.84	105.00	\$ 2,939.82	282.75	\$ 7,597.66
Less Previous Year Totals	(403.00)	(10,738.67)	(10.00)	(334.49)	(413.00)	\$ (11,073.16)
Increase / (Decrease)		\$ (6,080.83)		\$ 2,605.33		\$ (3,475.50)

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Destin Fire Control District and
Destin Professional Firefighters' Association Local #3158
Collective Bargaining Agreement
December 13, 2016 – September 30, 2019

ARTICLE 28

WAGES

Section 1 Wages - ~~All employee wages will be maintained at the rate they are earning on July 20, 2017 for fiscal year 2017-2018. Future pay raises and cost of living adjustments will be determined based upon negotiations. Line bargaining unit personnel who have been employed with the District for over a year as of April 10th, 2018 will receive a \$1,100 increase in their base wage.~~

Section 2 Wages - ~~A wage increase of 3% will be effective October 1, 2016.~~

Section 32 Vacancies - In the event of a vacancy, newly hired firefighter/EMT's will be paid a base wage of \$40,314.20.

Section 43 Promotions - Upon promotion to the next higher rank, an employee will receive a pay increase of 5%.

Section 54 Payroll - Employee wages will be direct deposited. Payday (bi-weekly) shall be on Fridays. On occasion employees may receive their wages before Friday although the District is under no obligation to do so.

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ARTICLE 29

OVERTIME

Section 1 General Provisions – All overtime hours must be approved by the Fire Chief or his designee based on the needs of the District. Only hours actually worked will be counted as overtime, which will be paid after 106 hours in a pay period

- a. Employees retained for overtime that are currently working shall only be compensated in quarter hour increments with time always rounding up to the next quarter hour.
- b. Employees who are called back to work from off duty will be compensated from the time they report for duty until the time they are released. Each call back will be for a minimum of two (2) hours.
- c. Additional hours worked while teaching CPR, working the Fire Boat at Crab Island, and/or while working any additional hours for service under an agreement between the District and any other entity will be compensated at time and one-half. This sub-section shall be retroactive to June 8, 2017.

Section 2 Overtime Rotation for Retained or Recalled Employees – The following overtime rotation system is designed to fill the overtime position with the appropriate personnel so as to provide for the safety, and in the best interest, of the citizens of the District:

- a. An overtime rotation list for each rank and shift will be kept by each Battalion Chief, for the shift immediately preceding his/her shift. For example, the B shift Battalion Chief will maintain the overtime lists for the A shift employees, etc.
- b. Only employees eligible for overtime will be placed on the list.
- c. Overtime may be assigned based upon the lowest rank capable of filling an overtime position. The decision as to what rank will fill a position is at the sole discretion of the Fire Chief or his/her designee and is not subject to the grievance procedure.
- d. Each employee will provide at least one (1) contact phone number for overtime purposes.
- e. The Battalion Chief, or officer in charge, will call from the appropriate overtime list. If the employee is currently on duty at Station nine (9), verbal contact with the employee will be sufficient. If the employee is at Station ten (10), any normal method of contact is appropriate (station phone, Verizon push to talk, etc.).
- f. A two paramedic minimum must be maintained at all times in the district, to allow for an advanced life support apparatus at each station. If it is necessary

Destin Fire Control District and
Destin Professional Firefighters' Association Local #3158
Collective Bargaining Agreement
December 13, 2016 – September 30, 2019

to call in a paramedic so that this minimum is maintained, only paramedics on the list will be called.

- g. No shift employee will be allowed to work in excess of two (2) consecutive shifts or forty-eight hours. Prior to working any additional hours beyond forty-eight (48) consecutive hours, an employee must have a minimum of twenty-four (24) hour's off-duty.
- h. In the event the District is unable to fill the overtime position with an employee on the list the officer in charge has the option to call any fire suppression employee to fill the overtime position. All employees are required to answer a phone call from the District. Failure to respond to a call from the District within ten (10) minutes may be cause for discipline.
- i. In the event that no fire suppression personnel can fill the overtime position, management reserves the right to organize manning and the number of staffed apparatus without any recourse from the Destin Professional Firefighters Local 3158.
- j. Once the overtime slot has been filled, a new list will be generated with names moved to the bottom of the list and the new list will be generated and posted so it can be viewed by all employees.

~~Section 3 Overtime Budget/Compensation Time~~ – Compensation time will be utilized before and in place of vacation.

Section 3 NWFSC Paramedic Program – The time frame of April 2018 through February 2019 the District and Local 3158 agree to utilize both overtime and part-time personnel to fulfill the staffing needs of the District. Both parties agree the use of part-time employees in no way creates a past practices and both parties will retain any and all rights either party had prior to the implementation of this Section and the completion of this paramedic program (February 2019).

- a. During periods when employees are attending NWFSC's paramedic program, the District may utilize full-time and part-time personnel to fill staffing needs.
- b. The District will maintain staffing levels (three [3] assigned personnel) on two (2) apparatus while employees attend NWFSC paramedic program.
- c. The District will equally distribute additional staffing needs, as it relates to the NWFSC paramedic program, between full-time and part-time personnel.
- d. In the event no full-time or part-time personnel are able to fill an open position, management reserves the right to organize staffing and the number of staffed apparatus without any recourse from Local 3158.
- e. In the event the District is unable to fill staffing needs as it relates to the Fire Boat at Crab Island, teaching CPR, and/or to provide services under an agreement between the District and any other entity with full-time personnel the District can utilize part-time personnel to fill the position.



ARTICLE 35

SHIFT EXCHANGE

Section 1 Shift Exchange – Employees shall have the right to exchange shift assignments, as long as the exchange does not adversely affect the operation of the Fire District, provided the Fire Chief, or Battalion Chief has been notified in advance and approves the exchange. Shift exchange shall be subject to the following conditions:

- a. Shift exchange should not be unreasonably withheld.
- b. An employee may not exchange a shift with an employee who is on probation.
- c. Compensation for any shift exchange shall rest exclusively with the (2) employees agreeing to the exchange. No additional compensation shall be paid by the District to any employee as a result of a shift exchange
- d. Shift exchanges must be completed between both employees within a one (1) year period of time from the date the shift exchange took place or the time owed will be lost and no longer owed.
- e. If at any time the Fire Chief feels the shift exchange between employees has developed into a problem area, he may disallow the 24-hour shift exchange between employees and return to a 12-hour shift exchange or eliminate shift exchanges altogether, without recourse to the grievance procedure or negotiations with the union.

~~Shift exchanges will be rank for rank. Captains can exchange with other Captains. Engineers can exchange with other Engineers. Firefighters may exchange with other Firefighters.~~

- f. Captains can exchange with other Captains and Engineers. Engineers can exchange with other Engineers, Captains, and Firefighters. Firefighters may exchange with other Firefighters and Engineers
- g. When paramedics are exchanging shifts, they shall ensure that at least two (2) paramedics are on duty at all times. If this two (2) paramedic level is not maintained, the exchange will not be approved.
- h. Shift exchange requests will be made at least seventy-two (72) hours in advance.
- i. No shift employee will be allowed to work in excess of two (2) consecutive shifts or forty-eight hours. Prior to working any additional hours beyond forty-eight (48) consecutive hours, an employee must have a minimum of Twenty-four (24) hour's off-duty.

Section 2 Shift Exchange Absence:

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Destin Fire Control District and
Destin Professional Firefighters' Association Local #3158
Collective Bargaining Agreement
December 13, 2016 – September 30, 2019

- a. In the event sick leave is taken by an individual agreeing to work a shift exchange, the individual whose normal shift it is to work will be called and advised of the situation and to report for duty. If the individual whose normal shift it is to work is unable to report they will be charged for the sick leave taken by the individual agreeing to work the shift exchange and will lose any corresponding overtime hours.
- b. In the event the individual whose shift it is to work does not have any sick leave, the time will be taken from vacation and if employee has no vacation the time will be taken off without pay.
- c. Vacation or any leave the Districts offers will not be allowed while working a shift exchange.

Section 3 Requested Holdover – An employee scheduled to report for his/her regular shift, may request an on duty employee holdover for the oncoming employee for a period of time, subject to the following conditions. The shift exchange must be approved by the Battalion Chief and the decision of the Battalion Chief is final and not grievable.

(District agrees to allow a six (6) month timetable window once the CBA is ratified to allow all shift exchanges to be repaid regardless of rank.)

ARTICLE 41

EDUCATIONAL LEAVE

Section 1 General – Employees shall be permitted to utilize accrued vacation to attend fire service related higher education courses or programs provided no line bargaining unit employee is already scheduled off duty. If a line bargaining unit employee is already scheduled off, the employee will need to arrange for a shift exchange while he/she attends such courses or programs. The shift exchange will have to meet the requirements of Article 35 Shift Exchange.

Section 2 Northwest Florida State College Paramedic Program – This section pertains to the Northwest Florida State College (NWFSC) paramedic program which will be conducted from April 2018 through February of 2019.

- a. Employees who are approved by the Fire Chief to attend the NWFSC paramedic program can utilize educational leave to attend classes, clinicals, and other program classes as is required by NWFSC. No time will be taken from the employee's annual leave to attend this program.
- b. Educational leave utilized by employees who are approved by the Fire Chief to attend the NWFSC paramedic program shall be considered as time worked.
- c. The District will pay all expenses associated for employees to attend the NWFSC paramedic program, up to \$8,000
- d. In the event an employee does not complete/pass the paramedic program then the employee will reimburse the District for all expenses associated with the NWFSC paramedic program, up to \$8,000.
- e. Employees who attend this program, receive their State certification, and receive clearance from the Medical Director will provide Advanced Life Support/paramedic as a condition of their employment.
- f. Employees who are approved by the Fire Chief to participate in NWFSC paramedic program are expected to obtain their State of Florida paramedic certification within nine (9) months of completing/passing the program. In the event a employee does not obtain his/her State certification within six (6) months of the completion of the program, he/she will reimburse the District for all expenses associated with the NWFSC paramedic program, up to \$8,000.
- g. It is expected employees attending the NWFSC paramedic program and obtaining their State certification will remain employed with the District for a period of five (5) years. In the event an employee who attended the NWFSC paramedic program and receives their State certification leaves the full-time employment of the District prior to completing five (5) years of full-time

Destin Fire Control District and
Destin Professional Firefighters' Association Local #3158
Collective Bargaining Agreement
December 13, 2016 – September 30, 2019

a. employment with the District shall reimburse the District for all expenses incurred by the District which are associated with the NWFSC paramedic program within a year of their end of employment date as follows:

1. Leaves full-time employment with the District within thirty-six (36) months from the date he/she received his/her State paramedic certification will refund the District for all expense associated with the NWFSC paramedic program, up to \$8,000.
2. Leaves full-time employment with the District within 36 to 47 months from the date he/she received his/her State paramedic certification will refund the District fifty percent (50%) of all expenses associated with the NWFSC paramedic program, up to \$8,000.
3. Leaves full-time employment with the District within 48 to 60 months from the date he/she received his/her State paramedic certification will refund the District twenty-five percent (25%) of all expenses associated with the NWFSC paramedic program, up to \$8,000.

AM

ARTICLE 43

INCENTIVES

Section 1 Incentives – The District will provide an incentive to line bargaining unit employees who meet the requirements established in this article. The District is not obligated to reimburse the cost of meeting the qualifications of this or any incentive classification. As stated in each incentive classification some of these functions are considered conditions of employment for employees hired after 4/1/16.

Section 2 Paramedic – The District will provide an incentive for obtaining and maintaining a State of Florida certification as a paramedic. Employees hired after 4/1/16 are required to be at least an EMT.

- a. In the event the District discontinues its Advanced Life Support program or discontinues the Districts response to medical calls, the District will also have the right and ability to discontinue the paramedic incentive.
- b. All Paramedics are responsible for maintaining their State of Florida certification.
- c. The following conditions shall apply to all paramedic incentive positions.
 1. The District is only obligated to compensate up to three (3) paramedics per shift for a total of nine (9) a paramedics receiving the incentive.
 2. Paramedics who are receiving the incentive as of 4/1/16 will continue to receive the incentive until they resign, retire or their clearance to operate as a paramedic is revoked by the Medical Director. If the paramedic loses clearance, once the paramedic receives clearance from the medical director the paramedic will be reinstated to receive the incentive.
 3. Any employee who becomes certified or is hired with their paramedic certification after 4/1/16, and receives clearance to operate as a medic, will be placed on a paramedic incentive waiting list and will be responsible for providing Advanced Life Support services while on duty.
 4. When the total number of paramedics receiving the incentive drops below nine (9), a cleared medic from the top of the paramedic incentive waiting list will be selected to receive the incentive.
 5. If a paramedic's clearance is revoked and the paramedic is able to regain their clearance, their name will be added to the bottom of the paramedic incentive waiting list.
 6. A paramedic who meets the requirements of this classification, are cleared by the medical director, and paramedics hired and employed after prior April 10, 2016 that are authorized by the Fire Chief to receive this



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incentive will be compensated ~~\$192.31~~ \$234.62 per pay period. Paramedics who meet the requirements of this classification, are cleared by the medical director, and hired after April 10, 2017 that are authorized by the Fire Chief to receive this incentive will be compensated \$192.31 per pay period.

7. If a paramedic is not cleared by Okaloosa County's Medical Director to operate under the County's Medical Director's License, or if the clearance is revoked by the Medical Director or Fire Chief, or the paramedic refuses or chooses not to operate as a paramedic, the individual will continue to maintain at least their EMT certification as condition of employment; provided there are at least nine (9) active paramedics, including on the waiting list. Otherwise, the employee may be terminated.

Section 3 Fire Boat Operator – At least six (6) members are required to be cleared to operate the Fire Boat and will maintain their clearance as a condition of employment. If fewer than six (6) members become District Fire Boat Operators, the officers, in inverse order of seniority will be assigned to become District Fire Boat Operators and the District will pay their costs for any courses/training necessary to qualify for the position. Employees hired after 4/1/16 are required to be cleared to operate all apparatus including the Fire Boat within three (3) years of their initial hire date as a condition of their employment and must maintain this clearance throughout their employment with the District. The District has created the incentive classification of Fire Boat Operator (FBO). The District is only obligated to compensate up to six (6) FBO's. In order to receive the FBO incentive an employee must:

- a. Successfully pass the Operator of Unspecified Passenger Vessels "OUPV" given by the United State Coast Guard.
- b. Complete the District Fire Boat Operators task book and obtain clearance from the Battalion Chief in charge of the Fire Boat.
- c. A Fire Boat operator who meets the requirements of this classification and are authorized by the Fire Chief to receive this incentive will be compensated \$46.15 per pay period.
- d. Fire Boat Operator classified employees are required to maintain and operate the Fire Boat, this requirement does not relieve other employees of their duty to assist or operate the Fire Boat when a Fire Boat Operator is not available.
- e. The rank of Officer will be the preferred rank to fill the classification of Fire Boat Operator. Firefighters and Engineers will be considered for this classification in the event an Officer is not qualified to fill the classification.
- f. The Fire Chief will have the discretion to appoint and rescind appointment to the incentive classification of Fire Boat Operator. No appointment will be rescinded without just cause.

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- f. The Fire Chief will have the discretion to appoint and rescind appointment to the incentive classification of Fire Boat Operator. No appointment will be rescinded without just cause.

Section 4 Open Water Rescuer – The District has established the incentive classification of Open Water Rescuer. Employees hired after 4/1/16 are required to meet the requirement of this classification as a condition of employment within a year of their initial hire date and shall maintain this classification throughout their employment with the District. All line bargaining unit employees, in order to receive the Water Rescue incentive, are required to meet annual open water rescue training requirements, in order to be eligible for this classification the employee must meet the following:

- a. Successfully pass and provide a certificate of completion for the USLA forty (40) hour Open Water Rescuer course.
- b. Annually attend and pass an Open Water Rescue refresher, and bi-annually (March & September) pass a 500 meter swim in ten (10) minutes.
- c. An open water rescuer who meets the requirements of this classification and are authorized by the Fire Chief to receive this incentive will be compensated \$46.15 per pay period.
- d. Open water rescue classified employees are required to perform all water rescues, this requirement does not relieve other employees of their duty to act and perform open water rescues.
- e. The rank of Firefighter and Engineer will be the preferred rank to fill the classification of Open Water Rescuer. Officers will be considered for this classification in the event a Firefighter or Engineer is not qualified to fill the classification.
- g. The Fire Chief will have the discretion to appoint and rescind appointment to the incentive classification of Open Water Rescuer. No appointment will be rescinded without just cause.

Section 5 Rescue Specialist – The District has established the incentive classification of Rescue Specialist. Employees hired after 4/1/16 are required to meet the requirements of this classification as a condition of employment within three (3) years of their initial hire date and shall maintain this classification throughout their employment with the District. This classification shall have the technical skill and can operate specialized equipment necessary to complete most rescues. This classification is required to be a member of Okaloosa's Special Operations USAR team and will meet all USAR team requirements.

- a. Successfully obtain certifications from the State of Florida and be certified in accordance with Technician Level requirements of NFPA 1670/1006 in the following disciplines:

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- 1) Vehicle and Machinery Rescue
 - 2) Rope Rescue
 - 3) Confined Space Rescue
 - 4) Trench Rescue
 - 5) Structural Collapse Rescue
- b. Must maintain membership on the Okaloosa Special Operation units USAR team and meet their annual qualifications.
 - c. The District is only obligated to compensate up to nine (9) Rescue Specialist employees.
 - d. A Rescue Specialist who meets the requirements of this classification and are authorized by the Fire Chief to receive this incentive will be compensated \$69.23 per pay period.
 - e. Rescue Specialist classified employees are required to perform all rescues in which they are certified/qualified, this requirement does not relieve other employees of their duty to act and perform rescues.
 - f. The rank of Firefighter and Engineer will be the preferred rank to fill the classification of Rescue Specialist. Officers will be considered for this classification in the event a Firefighter or Engineer is not qualified to fill the classification.
 - h. The Fire Chief will have the discretion to appoint and rescind appointment to the incentive classification of Rescue Specialist. No appointment will be rescinded without just cause.

Section 6 Hazardous Materials Technician – The District has established the incentive classification of Hazardous Materials (Haz-Mat) Technician. Employees hired after 4/1/16 are required to meet the requirements of this classification as a condition of employment within three (3) years of their initial hire date and shall maintain this classification throughout their employment with the District. This classification shall have the technical skill and ability to perform as a Haz.-Mat. Technician. This classification is required to be a member of Okaloosa's Special Operations Haz.-Mat. team and will meet all team requirements.

- a. Have, obtain, and maintain a Florida Hazardous Material Technician Certification
- b. Complete the 160 hour modified IAFF Technician Program
- c. Meet performance competencies of the SERC Training Guidelines
- d. Complete the SERC Task book "SERC Haz-Mat Technician Task Book"

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- e. Pass the State of Florida written Haz.-Mat. Technician test.
- f. Must maintain membership on the Okaloosa Special Operations units Haz-Mat team and meet their annual qualifications.
- g. The District is only obligated to compensate up to nine (9) Haz-Mat Technicians.
- h. A Haz-Mat Technician who meets the requirements of this classification and are authorized by the Fire Chief to receive this incentive will be compensated \$69.23 per pay period.
- i. Haz-Mat Technician classified employees are required to perform at the level of technician on all hazardous materials incidents, this requirement does not relieve other employees of their duty to act and perform up to their level of training as it relates to hazardous materials.
- j. The rank of Firefighter and Engineer will be the preferred rank to fill the classification of Haz-Mat Technician. Officers will be considered for this classification in the event a Firefighter or Engineer is not qualified to fill the classification.
- i. The Fire Chief will have the discretion to appoint and rescind appointment to the incentive classification of Haz-Mat Technician. No appointment will be rescinded without just cause.

Section 7 Discretion – The parties recognize that this incentive article has new provisions, especially for newly hired employees. Accordingly, the parties agree that the Chief and the Union President may extend any of the time frames for required qualification and/or eliminate such qualification(s) entirely.