



**NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
EMERGENCY BOARD MEETING TO APPROVE 2025/2026 EMPLOYEE BENEFITS**

MINUTES

MONDAY, AUGUST 11, 2025 ■ 4:00 P.M.
1885 Veterans Park Drive ■ Naples, FL 34109

1. CALL TO ORDER

Chairman Christopher Lombardo called meeting to order at 4:07 p.m. With four of five commissioners present (Christopher Crossan, Norman Feder, Christopher Lombardo, and James Calamari), quorum was met. Commissioner James Burke was absent.

2. PLEDGE OF ALLEGIANCE

3. APPROVAL, ADDITIONS OR DELETIONS TO AGENDA

Commissioner Calamari moved to approve agenda as presented. Commissioner Crossan seconded. MOTION carried 4:0

4. REQUEST APPROVAL FOR MEDICAL INSURANCE COVERAGE FOR 2025-2026 FISCAL YEAR

Chief Financial Office Ben Van Klingerren gave verbal summary. Commissioner Calamari moved to approve as presented the renewal proposal from Florida Blue for health insurance coverage for the period of October 1, 2025 through September 30, 2026 (Plans 5192 and 5193); maintain the individual stop loss amount at \$150,000 and remove the TLO (Terminal Liability Option). Commissioner Crossan seconded. MOTION CARRIED 4:0

5. REQUEST APPROVAL FOR DENTAL INSURANCE COVERAGE FOR 2025-2026 FISCAL YEAR

Deputy Director Lori Freiburg gave verbal summary. Commissioner Calamari moved to approve as presented the renewal from Guardian for dental coverage, remaining with the self-funded platform for the period of October 1, 2025 through September 30, 2026, including the Early Smiles and Preventive Advantage enhancements. Commissioner Crossan seconded. MOTION CARRIED 4:0

6. REQUEST APPROVAL FOR SHORT-TERM DISABILITY AND LONG-TERM DISABILITY COVERAGE for 2025-2026 FISCAL YEAR

Deputy Director Lori Freiburg gave verbal summary. CFO Ben Van Klingerren gave verbal comment. Commissioner Calamari moved to approve as presented 1) the District's transition of STD coverage from the current self-funded Guardian plan to the fully-insured Standard plan and increase the weekly benefit from \$800 to \$1200; and 2) renew the fully insured LTD coverage



plan with The Standard, both for the period of October 1, 2025 through September 30, 2026. Commissioner Feder seconded. MOTION CARRIED 4:0

7. REQUEST APPROVAL FOR LIFE INSURANCE COVERAGE FOR 2025-2026 FISCAL YEAR

Deputy Director Lori Freiburg gave verbal summary. Commissioner Crossan moved to approve as presented renewal of life insurance coverage with The Standard with an annual premium of \$34,667 for the period of October 1, 2025 through September 30, 2026. Commissioner Feder seconded. MOTION CARRIED 4:0

8. REQUEST APPROVAL FOR VOLUNTARY VISION INSURANCE COVERAGE FOR 2025-2026 FISCAL YEAR

Commissioner Feder moved to approve as presented the proposal from Guardian for voluntary vision coverage for the period of October 1, 2025 through September 30, 2026. Commissioner Crossan seconded. MOTION CARRIED 4:0

9. COMMENTS BY COMMISSION AND PUBLIC

The August 28, 2025 Board of Fire Commissions' meeting was canceled due to a quorum not being established for the meeting. In light of this, the Board and Staff agreed to cancel.

10. ADJOURNMENT

Commissioner Calamari moved to adjourn the meeting. Commissioner Feder seconded. MOTION CARRIED 4:0 Meeting adjourned at 4:31 p.m.