



**NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS' MEETING**

AGENDA

THURSDAY, SEPTEMBER 25, 2025 ■ 4:30 PM
1885 Veterans Park Drive ■ Naples, FL 34109

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. APPROVAL, ADDITIONS OR DELETIONS TO AGENDA**
- 4. APPROVAL OF MINUTES**
 - A. July 31, 2025 Board of Fire Commissioners' Meeting
 - B. August 11, 2025 2025-2026 Budget Workshop
 - C. August 11, 2025 Emergency Meeting to Approve 2025-2026 Employee Benefit Package
 - D. September 10, 2025 Tentative Budget Hearing for 2025-2026 Fiscal Year Budget
- 5. CHIEF'S REPORT**
- 6. TREASURER'S REPORT**
 - A. July 2025
 - B. August 2025
- 7. LABOR REPORT**
- 8. CONSENT AGENDA**

Table 1: Expenditures for Board Approval

Category	Amount
General Fund Unbudgeted	\$0
General Fund Emergency Purchases	\$0
Addition of Fixed Assets	\$6,613
Deletion of Fixed Assets	\$2,000
Other	\$0



9. OLD BUSINESS

- A. Procurement of Fire Apparatus and Equipment Within Current Industry Trends (Recurring Discussion Item)
- B. Request Ratification of Medical Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting
- C. Request Ratification of Dental Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting
- D. Request Ratification of Short-Term Disability and Long-Term Disability Insurance Policies for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting
- E. Request Ratification of Life Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting
- F. Request Ratification of Voluntary Vision Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting

10. NEW BUSINESS

- A. Request Approval for Renewal of Workers' Compensation Insurance for 2025-2026 Fiscal Year
- B. Request Approval for Renewal of Counseling Associates Agreement for 2025-2026 Fiscal Year
- C. Request Approval of Interlocal Agreement between District and Immokalee Fire Control District for Medical Director Services
- D. Request Approval for Amendment to Agreement between District and Naples Senior Center
- E. Request Approval of District Policies
- F. Request Adoption of Resolution 25-012 to Approve Amendment to the North Collier Fire Control and Rescue District Firefighter Pension Plan
- G. Request Direction Regarding Vacancy of Seat 2 of the District's Board of Fire Commissioners
- H. Request Ratification of Collective Bargaining Agreement Between District and Local 2297 for Period of October 1, 2025 through September 30, 2028

11. COMMENTS BY COMMISSIONERS

12. COMMENTS BY THE PUBLIC FOR ITEMS NOT ON THE AGENDA

13. ADJOURNMENT



**NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS' MEETING**

MINUTES

THURSDAY, JULY 31, 2025 ■ 9:00 AM
1885 Veterans Park Drive ■ Naples, FL 34109

1. CALL TO ORDER

Chairman Christopher Lombardo call meeting to order at 9:02 a.m. With four of five commissioners physically present (James Calamari, Christopher Crossan, Norman Feder, and Christopher Lombardo), quorum was met. Commissioner James Burke attended via phone.

2. PLEDGE OF ALLEGIANCE

3. APPROVAL, ADDITIONS OR DELETIONS TO AGENDA

Commissioner Feder moved to approve agenda as presented. Commissioner Calamari seconded.
MOTION CARRIED 5:0

4. APPROVAL OF MINUTES

A. June 26, 2025 Board of Fire Commissioners' Meeting

Commissioner Crossan moved to approve the June 26, 2025 minutes as presented.
Commissioner Feder seconded. MOTION CARRIED 5:0

5. TREASURER'S REPORT

A. June 2025

Commissioner Calamari read prepared summary of financial highlights for June 2025 Treasurer's Report. Board accepted report as presented into record.

6. CHIEF'S REPORT

Fire Chief Eloy Ricardo, Deputy Chief Jorge Aguilera and Assistant Chief Sean Lintz gave verbal reports. Discussion ensued. Chairman Lombardo directed Assistant Chief Lintz to research and provide an update to the Board at a later meeting on development growth within the District, including an breakdown of available land in the eastern portion of the District for future stations.

7. LABOR REPORT

Local 2297 President Adam Wilson gave verbal report.



8. CONSENT AGENDA

Table 1: Expenditures for Board Approval

Category	Amount
General Fund Unbudgeted	\$0
General Fund Emergency Purchases	\$32,613
Addition of Fixed Assets	\$0
Deletion of Fixed Assets	\$34,655
Other	\$0

Commissioner Calamari moved to approve Consent Agenda as presented. Commissioner Feder seconded. MOTION CARRIED 5:0

9. OLD BUSINESS

A. Discussion Regarding Procurement of Fire Apparatus and Other Equipment

No updates to provide this month.

10. NEW BUSINESS

A. Request Approval to Submit Form DR-420-MM-P Maximum Millage Levy Calculation Preliminary Disclosure for the Big Corkscrew Island Service Delivery Area and the North Naples Service Delivery Area as Required by the Florida Department of Revenue

Commissioner James Calamari moved to approve as presented per staff recommendation the Maximum Millage Levy preliminary disclosure at the proposed mill rate of 1.00 for North Naples Service Delivery Area and 3.75 for Big Corkscrew Island Service Delivery Area. Commissioner Feder seconded. MOTION CARRIED 5:0

B. Request Approval of District Policies

Deputy Director Lori Freiburg gave verbal comment and requested that the District Policy 408 Drug-Free Workplace effective date as presented be changed from September 1, 2025, to November 1, 2025. Commissioner Calamari moved to approve per staff recommendation



revisions to District Policy 308 Employee Benefits, effective August 1, 2025, issuance of new District Policy 603 Statewide Mutual Aid Deployment Pay, effective August 1, 2025, and revisions to District Policy 408 Drug-Free Workplace with amended effective date of November 1, 2025. Commissioner Crossan seconded. MOTION CARRIED 5:0

C. Request Approval to Renew Firefighter Cancer Insurance Policy for 2025-2026 Fiscal Year

Chairman Lombardo moved to approve as presented per staff recommendation: 1) not place out for bid cancer insurance coverage, but remain with United Badges for the period of October 1, 2025 through September 30, 2026; and 2) continue with current coverages, but decline the optional Lifetime Maximum Benefit increase from \$50,000 to \$75,000 as it is no longer needed. Commissioner Feder seconded. MOTION CARRIED 5:0

11. COMMENTS BY COMMISSIONERS

Chief Financial Officer Ben VanKlengeren reported on the status of insurance committee meetings taking place to review proposed employee benefit package for the 2025/2026 fiscal year. CFO VanKlengeren reminded that the Budget Workshop is Monday, August 11, 2025, at 3:00 p.m.

12. COMMENTS BY THE PUBLIC FOR ITEMS NOT ON THE AGENDA

None

13. ADJOURNMENT

Commissioner Crossan moved to adjourn the meeting. Commissioner Feder seconded. MOTION CARRIED 5:0 Meeting adjourned at 10:20 a.m.



**NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
BUDGET WORKSHOP FOR 2025/2026 FISCAL BUDGET**

MINUTES

MONDAY, AUGUST 11, 2025 ■ 3:00 P.M.
1885 Veterans Park Drive ■ Naples, FL 34109

1. CALL TO ORDER

Chairman Christopher Lombardo called meeting to order at 3:00 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

Commissioner Calamari called for a moment of silence to honor those extended family members of the District who recently passed.

3. APPROVAL, ADDITIONS OR DELETIONS TO AGENDA

Commissioner Calamari moved to approve agenda as presented. Commissioner Feder seconded. MOTION CARRIED 4:0

4. DISCUSSION OF DRAFT OF GENERAL FUND BUDGET FOR 2025/2026 FISCAL YEAR AND IDENTIFICATION OF PRIORITIES

Chief Financial Office Ben Van Klingerren gave a verbal summary of highlights for the General Fund Budget. Discussion with questions and answers ensued. The Board accepted the General Fund Budget as presented with no revisions. There was general consensus of the Board to adopt a 1.0 millage rate for North Naples Service Delivery Area and a 3.75 millage rate for the Big Corkscrew Island Service Delivery Area for the 2025/2026 fiscal year.

5. DISCUSSION OF IMPACT AND INSPECTION FEE FUND BUDGETS

CFO Ben Van Klingerren gave a verbal summary of highlights for the Impact and Inspection Fee Fund Budgets. Discussion with questions and answers ensued. The Board accepted the Impact and Inspection Fee Fund Budgets as presented with no revisions.

6. COMMENTS BY COMMISSION AND PUBLIC

None

7. ADJOURNMENT

Commissioner Feder moved to adjourn the meeting. Commissioner Crossan seconded. MOTION CARRIED 4:0 Meeting adjourned at 4:00 p.m.



**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.



NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT

**BOARD OF FIRE COMMISSIONERS
TENTATIVE BUDGET HEARING FOR 2025-2026 BUDGET**

MINUTES

Wednesday, September 10, 2025 – 5:05 P.M

1885 Veterans Park Drive ■ Naples, Florida ■ 34109

1. Call to Order

Chairman Christopher Lombardo called meeting to order at 5:05 p.m. With four of four commissioners present, (James Calamari, Christopher Crossan, Norman Feder, and Christopher Lombardo), quorum was met.

2. Pledge of Allegiance

Commissioner Calamari asked for a moment of silence in remembrance of District Commissioner James Burke.

3. Discussion of Rolled Back Rate Necessary to Fund Budget and Purpose for Which Ad Valorem Revenue May be Increased

As per statutory requirement, CFO Ben Van Klingerren disclosed the following: 1) current year rolled back rate for North Naples SDA is 0.9509. The proposed millage rate of 1.0000 as a percent change of the rolled back rate is 5.16%. and 2) current year rolled-back rate for Big Corkscrew SDA is 3.3862. The proposed millage rate of 3.7500 as a percent change of the rolled back rate is 10.74%.

Ad valorem revenues are increasing because the taxable property value in each service delivery area increased more than the increase in the proposed millage rate over the rolled-back rate. The increase in ad valorem taxes is needed to fund the operation of the District, including various capital projects.

4. Review of Tentative Budgets for General Fund, Impact Fee Fund and Inspection/Plan Review Fee Fund Budgets for the Fiscal Year Ending September 30, 2026

No changes to budget noted.

5. Adoption of Tentative Millage Rate for the North Naples Service Delivery Area by Resolution 25-005

Commissioner Feder moved to adopt as presented Resolution 25-005 approving millage rate of 1.0000 for North Naples Service Delivery Area. Commissioner Calamari seconded. MOTION CARRIED 4:0

6. Adoption of Tentative Millage Rate for the Big Corkscrew Island Service Delivery Area by Resolution 25-006

Commissioner Feder moved to adopt as presented Resolution 25-006 approving millage rate of 3.7500 for the Big Corkscrew Island Service Delivery Area. Commissioner Calamari seconded. MOTION CARRIED 4:0

7. Adoption of Tentative Impact Fee Rates for the North Collier Fire Control and Rescue District by Resolution 25-007

Commissioner Calamari moved to adopt as presented Resolution 25-007 approving the tentative Impact Fee Rates for North Collier Fire Control and Rescue District. Commissioner Crossan seconded. MOTION CARRIED 4:0

8. Adoption of Tentative General Fund Budget for the North Naples Service Delivery Area by Resolution 25-008

Commissioner Crossan moved to adopt as presented Resolution 25-008 approving the Tentative General Fund Budget for the North Naples Service Delivery Area. Commissioner Feder seconded. MOTION CARRIED 4:0

9. Adoption of Tentative General Fund Budget for the Big Corkscrew Island Service Delivery Area by Resolution 25-009

Commissioner Crossan moved to adopt as presented Resolution 25-009 approving the Tentative General Fund Budget for the Big Corkscrew Island Service Delivery Area. Commissioner Calamari seconded. MOTION CARRIED 4:0

10. Adoption of Tentative Impact Fee Fund Budget for the North Collier Fire Control and Rescue District by Resolution 25-010

Commissioner Feder moved to adopt as presented Resolution 25-010 approving the Tentative Impact Fee Fund Budget for the North Collier Fire Control and Rescue District. Commissioner Calamari seconded. MOTION CARRIED 4:0

11. Adoption of Tentative Inspection/Plan Review Fee Fund Budget for the North Collier Fire Control and Rescue District by Resolution 25-011

Commissioner Crossan moved to adopt as presented Resolution 25-011 approving the Tentative Inspection/Plan Review Fee Fund Budget for the North Collier Fire Control and Rescue District. Commissioner Feder seconded. MOTION CARRIED 4:0

12. Comments by Commission and Public

None

13. Adjournment

Commissioner Calamari moved to adjourn the meeting. Commissioner Feder seconded.
MOTION CARRIED 4:0 Meeting adjourned at 5:18 p.m.

DRAFT



AGENDA ITEM 6

Meeting Date: September 25, 2025
Prepared By: Chief Financial Officer Ben Van Klingerren
Subject: Treasurer's Report - July 2025

GENERAL FUND

Revenue

The following is the breakdown of revenue for the period ended July 31, 2025 for the North Naples Service Delivery Area ("NN SDA"), the Big Corkscrew Service ("BC SDA") and North Collier Fire Control & Rescue District. Note that these financial statements reflect the Board approved cost allocation method; per that method, there is no allocation of revenue (except for grant funds) - it remains in the SDA in which it is earned/received.

		NN SDA	% of		BC SDA	% of		North Collier	% of
		7/31/2025	Budget		7/31/2025	Budget		7/31/2025	Budget
Ad Valorem	\$	50,375,123	101.35%	\$	13,579,427	101.61%	\$	63,954,550	
Fees	\$	639,896	442.53%	\$	-	0.00%	\$	639,896	
Other Revenue	\$	<u>1,979,389</u>	70.99%	\$	<u>597,015</u>	165.71%	\$	<u>2,576,404</u>	
Total Revenue	\$	52,994,408	100.68%	\$	14,176,442	103.30%	\$	67,170,850	101.22%

Expenses

The following is the breakdown of expenses for the period ended July 31, 2025 for NN SDA, BC SDA and the North Collier Fire Control & Rescue District utilizing the cost allocation method approved by the Board.

GENERAL FUND, CONT'D

		NN SDA	% of		BC SDA	% of		North Collier	% of
		7/31/2025	Budget		7/31/2025	Budget		7/31/2025	Budget
Expenses									
Personnel	\$	29,506,307	75.47%	\$	8,322,292	75.47%	\$	37,828,598	75.47%
Operating	\$	7,171,533	73.25%	\$	2,022,740	73.83%	\$	9,194,273	73.37%
Debt Service	\$	724,455	97.96%	\$	204,333	97.96%	\$	928,788	97.96%
Capital	\$	<u>1,409,845</u>	35.53%	\$	<u>397,649</u>	35.53%	\$	<u>1,807,493</u>	35.53%
Total Expenses	\$	38,812,139	72.42%	\$	10,947,014	72.52%	\$	49,759,153	72.44%

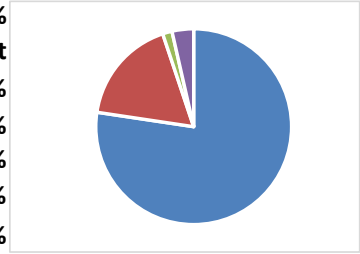
It should be noted that there are four general types of expenditures in terms of payment impact on the fiscal year:

1. Those that are paid monthly at fairly regular and predictable monthly intervals.
2. Those that are paid quarterly or annually so are not reflected in an appropriate percentage.
3. Those that are based on unpredictable need, such as building, equipment or vehicle repairs.
4. Items that were budgeted in the prior year, but were not received or invoiced until this year.

Based on these payment type exceptions, accrual or prepayment adjustments can be made to the actual expenditures, and an adjusted percent of budget determined.

When these adjustments are made, year-to-date expenditures as a percentage of budgeted expenditures, by category, are as follows:

	Adj Amounts North Collier	Adj. % of Budget
Personnel	\$ 39,220,293	78.25%
Operational	\$ 8,880,594	70.87%
Debt Service	\$ 790,112	83.33%
Capital	\$ 1,807,493	35.53%
Total	\$ 50,698,492	73.81%



As identified above, when adjustments are made to the actual expenses based on known prepaid and accrual adjustments, General Fund expenses are at 73.81% which is reasonable as we have completed 10 months of the 2024/2025 fiscal year (83%).

General Fund Comparison with Prior Year:

Included with the General Fund Financial Statement is a comparison to July 2024 of each service delivery area, noting the percentage of variance. In brief, total revenue in the NN SDA comparison reflects a variance of 8.97%. Expenses reflect a variance of 6.62%.

In the Big Corkscrew SDA, a variance in revenue of 6.74% is reflected. Expenses reflect a variance of .68%.

IMPACT FEE FUND - Comparison with Budget

As of July 31, 2025, NCFR has received \$326,296 in Impact Fund interest income. Expenses total \$12,462. The District has received \$832,212 for Impact Fees, which is considered deferred revenue.

INSPECTION/PLAN REVIEW FEE FUND - Comparison with Budget

Revenue

As of July 31, 2025, total revenue received is \$2,263,929 or 103% of budgeted revenue which includes inspection fees, plan review fees and interest. Similar to the Impact Fee Fund, payments received are in arrears and are from the previous month.

Expenses

Expenses total \$1,607,491 or 73% of the total budget. This is appropriate for this time of year as we have completed 10 months of the 2024-2025 fiscal year (83%).



AGENDA ITEM 6

Meeting Date: September 25, 2025
Prepared By: Chief Financial Officer Ben Van Klingerren
Subject: Treasurer's Report - August 2025

GENERAL FUND

Revenue

The following is the breakdown of revenue for the period ended August 31, 2025 for the North Naples Service Delivery Area ("NN SDA"), the Big Corkscrew Service ("BC SDA") and North Collier Fire Control & Rescue District. Note that these financial statements reflect the Board approved cost allocation method; per that method, there is no allocation of revenue (except for grant funds) - it remains in the SDA in which it is earned/received.

		NN SDA	% of		BC SDA	% of		North Collier	% of
		8/31/2025	Budget		8/31/2025	Budget		8/31/2025	Budget
Ad Valorem	\$	50,384,299	101.37%	\$	13,580,952	101.63%	\$	63,965,251	
Fees	\$	698,820	483.28%	\$	-	0.00%	\$	698,820	
Other Revenue	\$	<u>2,349,498</u>	84.26%	\$	<u>667,861</u>	185.37%	\$	<u>3,017,359</u>	
Total Revenue	\$	53,432,617	101.51%	\$	14,248,813	103.82%	\$	67,681,430	101.99%

Expenses

The following is the breakdown of expenses for the period ended August 31, 2025 for NN SDA, BC SDA and the North Collier Fire Control & Rescue District utilizing the cost allocation method approved by the Board.

GENERAL FUND, CONT'D

		NN SDA	% of		BC SDA	% of		North Collier	% of
<u>Expenses</u>		8/31/2025	Budget		8/31/2025	Budget		8/31/2025	Budget
Personnel	\$	31,862,791	81.50%	\$	8,986,941	81.50%	\$	40,849,732	81.50%
Operating	\$	7,756,713	79.22%	\$	2,187,791	79.85%	\$	9,944,504	79.36%
Debt Service	\$	739,546	100.00%	\$	208,590	100.00%	\$	948,136	100.00%
Capital	\$	<u>1,498,996</u>	37.78%	\$	<u>422,794</u>	37.78%	\$	<u>1,921,790</u>	37.78%
Total Expenses	\$	41,858,046	78.10%	\$	11,806,115	78.22%	\$	53,664,161	78.13%

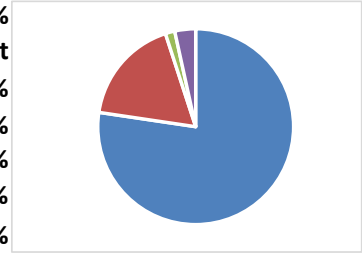
It should be noted that there are four general types of expenditures in terms of payment impact on the fiscal year:

1. Those that are paid monthly at fairly regular and predictable monthly intervals.
2. Those that are paid quarterly or annually so are not reflected in an appropriate percentage.
3. Those that are based on unpredictable need, such as building, equipment or vehicle repairs.
4. Items that were budgeted in the prior year, but were not received or invoiced until this year.

Based on these payment type exceptions, accrual or prepayment adjustments can be made to the actual expenditures, and an adjusted percent of budget determined.

When these adjustments are made, year-to-date expenditures as a percentage of budgeted expenditures, by category, are as follows:

	Adj Amounts North Collier	Adj. % of Budget
Personnel	\$ 43,156,680	86.10%
Operational	\$ 9,852,400	78.63%
Debt Service	\$ 869,123	91.67%
Capital	\$ 1,921,790	37.78%
Total	\$ 55,799,994	81.24%



As identified above, when adjustments are made to the actual expenses based on known prepaid and accrual adjustments, General Fund expenses are at 81.24% which is reasonable as we have completed 11 months of the 2024/2025 fiscal year (92%).

General Fund Comparison with Prior Year:

Included with the General Fund Financial Statement is a comparison to August 2024 of each service delivery area, noting the percentage of variance. In brief, total revenue in the NN SDA comparison reflects a variance of 9.37%. Expenses reflect a variance of 7.15%.

In the Big Corkscrew SDA, a variance in revenue of 6.60% is reflected. Expenses reflect a variance of 1.18%.

IMPACT FEE FUND - Comparison with Budget

As of August 31, 2025, NCFR has received \$360,293 in Impact Fund interest income. Expenses total \$15,176. The District has received \$885,706 for Impact Fees, which is considered deferred revenue. The District also made its first Station 49 (CIP) disbursement totaling \$1,913 during the month of August.

INSPECTION/PLAN REVIEW FEE FUND - Comparison with Budget

Revenue

As of August 31, 2025, total revenue received is \$2,579,114 or 117% of budgeted revenue which includes inspection fees, plan review fees and interest. Similar to the Impact Fee Fund, payments received are in arrears and are from the previous month.

Expenses

Expenses total \$1,740,498 or 79% of the total budget. This is appropriate for this time of year as we have completed 11 months of the 2024-2025 fiscal year (92%).



North Collier Fire Control and Rescue District
Board of Fire Commissioners
REGULAR MONTHLY MEETING

AGENDA ITEM 8

Meeting Date: September 25, 2025
Prepared By: Chief Financial Officer Ben Van Klingerren
Subject: Consent Agenda

UN-BUDGETED PURCHASES (per policy 213, Section 3, Part 6)

General Fund (Unbudgeted)	(NONE - n/a)	
TOTAL GENERAL FUND UN-BUDGETED		\$ -

EMERGENCY PURCHASES (per Policy 212, Section 16)

General Fund	(NONE - n/a)	
TOTAL EMERGENCY PURCHASES		\$ -

ADDITION OF FIXED ASSETS

Asset Category:	Auto, Truck & Equip							
Asset I.D. Number:	FA70723 / 11334 (FA-CS)							
Description:	Yamaha Tiller Engine (1of2)							
Cost:	\$3,306.50							
NOTE:	This item (deleted 6/25/25) will NOT be sold and will be KEPT for operations	<table border="1"> <tr> <td>Original Cost</td> <td>\$</td> <td>3,306</td> </tr> <tr> <td>Est Net Book Value</td> <td>\$</td> <td>165</td> </tr> </table>	Original Cost	\$	3,306	Est Net Book Value	\$	165
Original Cost	\$	3,306						
Est Net Book Value	\$	165						

Asset Category:	Auto, Truck & Equip							
Asset I.D. Number:	FA70724 / 11335 (FA-CS)							
Description:	Yamaha Tiller Engine (2of2)							
Cost:	\$3,306.50							
NOTE:	This item (deleted 6/25/25) will NOT be sold and will be KEPT for operations	<table border="1"> <tr> <td>Original Cost</td> <td>\$</td> <td>3,307</td> </tr> <tr> <td>Est Net Book Value</td> <td>\$</td> <td>165</td> </tr> </table>	Original Cost	\$	3,307	Est Net Book Value	\$	165
Original Cost	\$	3,307						
Est Net Book Value	\$	165						
TOTAL ADDITION OF FIXED ASSETS		\$ 6,613						

DELETION OF FIXED ASSETS

Asset Category:	Auto, Truck & Equip		
Asset I.D. Number:	53 / 53 (FA-CS)		
Description:	1969 Military 6x6		
Cost:	\$2,000.00		
Reason for Deletion:	Planned due to age, condition and 10-year replacement plan		
Intended Disposal:	Will be sold via Royal Auction Group	Original Cost	\$ 2,000
Additional Information:		Est Net Book Value	\$ -

TOTAL DELETION OF FIXED ASSETS (original cost)	\$ 2,000
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TOTAL DELETION OF FIXED ASSETS (NET BOOK VALUE)	\$ -
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OTHER

n/a

TOTAL - OTHER	\$ -
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AGENDA ITEM 9A

Meeting Date: September 25, 2025
Prepared by: Eloy Ricardo, Fire Chief
Subject: Discussion on Procurement of Fire Apparatus and Equipment Within Current Industry Trends

Objective

This agenda item is for discussion only and is a standing item each month.

Background Information

At the May 29, 2025, District Board of Fire Commissioners Workshop on Impact Fees and Millage Rates, the Board discussed concerns about delays in procuring fire apparatus and other essential equipment. The general consensus was that the District should consider alternative procurement options, as industry consolidation by a single company appears to be limiting competition and contributing to these challenges.

Considerations

This item is a standing item each month. Staff will provide updates to the Board each month as needed.

Staff Recommendation

Not Applicable

Attachments

Not Applicable

Proposed Motion

Not Applicable



AGENDA ITEM 9B

Meeting Date: September 25, 2025

Prepared by: Ben Van Klinger, Chief Financial Officer
Lori Freiburg, Deputy Director
Giesele Fischbach, HR Manager

Subject: Request Ratification of Prior Approval to Renew Health Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Objective

Request Ratification of Prior Approval to Renew Health Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Background Information

At the August 11, 2025 Emergency Board of Fire Commissioners' meeting, the Board voted to approve 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), including maintaining the individual stop loss amount at \$150,000 and removing the TLO option (added option when a group thinks they might go back to fully insured giving the group three months of run-out claim protection (stop loss will continue to pay 3 months after plan year ends). This emergency board meeting was called due to the time sensitive nature of pending open enrollment. As required by Section 189.015, Florida Statute, all actions approved at an emergency board meeting must be ratified by the governing body at a later meeting.

Recommendation

Ratify the August 11, 2025 approval of 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), including maintaining the individual stop loss amount at \$150,000 and removing the TLO option.

Attachments

None

Proposed Motion

Ratify the August 11, 2025 approval of 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), including maintaining the individual stop loss amount at \$150,000 and removing the TLO option.



AGENDA ITEM 9C

Meeting Date: September 25, 2025

Prepared by: Ben Van Klinger, Chief Financial Officer
Lori Freiburg, Deputy Director
Giesele Fischbach, HR Manager

Subject: Request Ratification of Prior Approval to Renew Dental Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Objective

Request Ratification of Prior Approval to Renew Dental Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Background Information

At the August 11, 2025 Emergency Board of Fire Commissioners' meeting, the Board voted to approve the renewal proposal from Guardian for dental coverage, remaining with the self-funded platform for the period of October 1, 2025 through September 30, 2026, and adding the Early Smiles and Preventive Advantage enhancements. This emergency board meeting was called due to the time sensitive nature of pending open enrollment. As required by Section 189.015, Florida Statute, all actions approved at an emergency board meeting must be ratified by the governing body at a later meeting.

Recommendation

Ratify the August 11, 2025 approval of the renewal proposal from Guardian for dental coverage, remaining with the self-funded platform for the period of October 1, 2025 through September 30, 2026, and adding the Early Smiles and Preventive Advantage enhancements.

Attachments

None

Proposed Motion

Ratify the August 11, 2025 approval of the renewal proposal from Guardian for dental coverage, remaining with the self-funded platform for the period of October 1, 2025 through September 30, 2026, and adding the Early Smiles and Preventive Advantage enhancements.



AGENDA ITEM 9D

Meeting Date: September 25, 2025

Prepared by: Ben Van Klinger, Chief Financial Officer
Lori Freiburg, Deputy Director
Giesele Fischbach, HR Manager

Subject: Request Ratification of Prior Approval for Short-Term Disability and Long-Term Disability Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Objective

Request Ratification of Prior Approval of Short-Term Disability (STD) and Long-Term Disability (LTD) Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Background Information

At the August 11, 2025 Emergency Board of Fire Commissioners' meeting, the Board voted to approve 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 \$1,200; and 2) renew the fully insured LTD coverage plan with The Standard; both for the period of October 1, 2025 through September 30, 2026. This emergency board meeting was called due to the time sensitive nature of pending open enrollment. As required by Section 189.015, Florida Statute, all actions approved at an emergency board meeting must be ratified by the governing body at a later meeting.

Recommendation

Ratify the August 11, 2025 approval of 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 \$1,200; and 2) renew the fully insured LTD coverage plan with The Standard; both for the period of October 1, 2025 through September 30, 2026.

Attachments

None

Proposed Motion

Ratify the August 11, 2025 approval of 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 \$1,200; and 2) renew the fully insured LTD coverage plan with The Standard; both for the period of October 1, 2025 through September 30, 2026.



AGENDA ITEM 9E

Meeting Date: September 25, 2025

Prepared by: Ben Van Klingerren, Chief Financial Officer
Lori Freiburg, Deputy Director
Giesele Fischbach, HR Manager

Subject: Request Ratification of Prior Approval for Life Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Objective

Request Ratification of Prior Approval of Life Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Background Information

At the August 11, 2025 Emergency Board of Fire Commissioners' meeting, the Board voted to approve the renewal of life insurance coverage with The Standard for the period of October 1, 2025 through September 30, 2026. This emergency board meeting was called due to the time sensitive nature of pending open enrollment. As required by Section 189.015, Florida Statute, all actions approved at an emergency board meeting must be ratified by the governing body at a later meeting.

Recommendation

Ratify the August 11, 2025 approval approve the renewal of life insurance coverage with The Standard for the period of October 1, 2025 through September 30, 2026.

Attachments

None

Proposed Motion

Ratify the August 11, 2025 approval approve the renewal of life insurance coverage with The Standard for the period of October 1, 2025 through September 30, 2026.



AGENDA ITEM 9F

Meeting Date: September 25, 2025

Prepared by: Ben Van Klinger, Chief Financial Officer
Lori Freiburg, Deputy Director
Giesele Fischbach, HR Manager

Subject: Request Ratification of Prior Approval for Voluntary Vision Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Objective

Request Ratification of Prior Approval of Voluntary Vision Insurance Coverage for the Period October 1, 2025 through September 30, 2026 Provided at August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Background Information

At the August 11, 2025 Emergency Board of Fire Commissioners' meeting, the Board voted to approve the renewal of voluntary vision insurance coverage with Guardian for the period of October 1, 2025 through September 30, 2026. This emergency board meeting was called due to the time sensitive nature of pending open enrollment. As required by Section 189.015, Florida Statute, all actions approved at an emergency board meeting must be ratified by the governing body at a later meeting.

Recommendation

Ratify the August 11, 2025 approval approve the renewal of voluntary vision insurance coverage with Guardian for the period of October 1, 2025 through September 30, 2026.

Attachments

None

Proposed Motion

Ratify the August 11, 2025 approval of voluntary vision insurance coverage with Guardian for the period of October 1, 2025 through September 30, 2026.



AGENDA ITEM 10A

Meeting Date: September 25, 2025
Prepared by: Ben Van Klinger, Chief Financial Officer
Lori Freiburg, Deputy Director
Giesele Fischbach, HR Manager
Subject: Request for Board Approval to Renew Workers' Compensation Insurance for the Period October 1, 2025 through September 30, 2026

Objective

To secure workers' compensation insurance for the period of October 1, 2025 through September 30, 2026 upon expiration of current workers' compensation policy on September 30, 2025.

Background Information

At the October 3, 2024 Board of Fire Commissioners Meeting, the Board voted unanimously to accept the proposal from Marsh & McLennan Agency, LLC (the insurance agent) and PGIT (the carrier) for workers' compensation coverage for the District for the period of October 1, 2024 through September 30, 2025.

Marsh-McLennan has provided a renewal proposal from PGIT (Attachment 1). The renewal reflects net rates of from \$4.03/\$1,000 for high risk personnel (firefighters), to \$1.72/\$1,000 for fleet technicians, \$2.68/\$1,000 for facilities personnel, and \$0.11/\$1,000 for administrative personnel.

Considerations

The District is required to provide worker's compensation insurance by Chapter 440, Florida Statutes. PGIT's preliminary renewal of \$822,824 reflects an increase compared to the current fiscal year.

This increase is a combination of two primary factors.

1. The base premium has increased from the current fiscal year's premium due to an increased payroll rate (since the rate is applied to the total payroll of the District).
2. Additionally, the experience modification rate ("MOD rate"), based on a three-year rolling average of claims performance, increased from .77 to 1.13, reflective of several large claims not included in the prior rolling three-year period.



Staff has been working with Marsh-McLennan to determine strategies to not only offset the anticipated premium increase for the 2025-2026 fiscal year, but to carry forward in future fiscal years.

Strategy #1: Discontinue Acceptance of Wage Reimbursement Checks

Florida Statute dictates that injured workers are entitled to 66% wage reimbursement if they miss work due to a workers' compensation claim. The carrier will pay that 66% to the employer. The District reimburses 100% of loss wages to injured workers per the Collective Bargaining Agreement.

Any dollar received by the District from the carrier will be paid back to the carrier (through the application of the MOD rate) and will result in the District paying back more than was received.

The District already allocates budgeted payroll funds and provides full wage reimbursement for injured employees; therefore, the decision to accept reimbursement from the insurance carrier should be considered in terms of strategic and fiscal impact.

By reducing claims costs by excluding dollars from the total claim cost, the MOD rate would be positively affected. It should be noted that overtime to cover an injured employee's shift can affect anticipated savings.

Strategy #2: Implement a Deductible

The District can implement a per claim deductible in exchange for an upfront discount from the insurance company. The deductible amount will be billed to the District monthly. Marsh-McLennan analyzed past years, and indicated that the District would have benefited from a deductible in almost all look-back scenarios.

Pursuant to District Policy 212 (Procurement), the District is required to place insurance coverage out for bid every three years, or at the direction of the Board.

Fiscal Impact

As noted above, the proposed policy covering the period October 1, 2025 through September 30, 2026 will increase compared to the current fiscal year. Per the proposal, and based on preliminary budgeted wages, the annual premium cost will be \$822,824, an increase of approximately \$59,113 (8%) above the current year premium of \$763,711.

Recommendation

Staff recommends that the Board 1) accept the renewal proposal from Marsh-McLennan Insurance and PGIT for worker's compensation coverage for the period of October 1, 2025 through September 30, 2026 as presented; 2) stop accepting wage reimbursement checks for cases under \$20,000; 3) implement of a \$5,000 deductible per claim; and 4) waive the requirement to take to bid workers' compensation insurance.



Attachments

Attachment 1: Worker's Compensation Policy Renewal

Proposed Motion:

Approve 1) the renewal proposal from Marsh-McLennan Insurance and PGIT for worker's compensation coverage for the period of October 1, 2025 through September 30, 2026 as presented; 2) stop accepting wage reimbursement checks for cases under \$20,000; 3) implement a \$5,000 deductible per claim; and 4) waive the requirement to take to bid workers' compensation insurance.



AGENDA ITEM 10B

Meeting Date: September 25, 2025
Prepared by: Lori Freiburg, Deputy Director
Subject: Request Board Approval to Renew Behavioral Health Services Agreement with Counseling Associates of America, LLC. for the period October 1, 2025 through September 30, 2026

Objective

Obtain Board Approval to renew the behavioral health services agreement with Counseling Associates of America, LLC (“Counseling Associates”) for the period October 1, 2025 through September 30, 2026

Background Information

Since 2018, the District has contracted with Counseling Associates to provide emotional and behavioral health services beyond EAP services provided through the District’s healthcare program. Counseling Associates offers locations in Naples and Bonita Springs with a team of licensed professionals and provides telehealth sessions as well. The current contract expires September 30, 2025.

As part of the Agreement, Counseling Associates provides the following services, all charged to the District on a per use basis:

- Employee Assistance Program (EAP) up to ten (10) sessions per employee and up to twenty (20) sessions per immediate family members for a total of twenty (20) sessions per contract/fiscal year;
- One (1) Transition to Retirement Session and EAP up to ten (20) sessions per retiree during first two years of retirement;
- Clinical Assessment and Counseling;
- Educational Workshops;
- Psychological Evaluation and Testing; and
- New Employee Orientation.

The proposed renewal contract for the period October 1, 2025 through September 30, 2026 maintains all of the above services. All contractual fees of billable hours remain unchanged.



Fiscal Impact

For the 2025/2026 fiscal year, the District is budgeting \$50,000 to provide these services to employees and retirees.

Recommendation

Staff recommends that the Board accept the renewal agreement from Counseling Associates of America, LLC for behavioral health services for the period of October 1, 2025 through September 30, 2026.

Attachments

Attachment 1: Services Agreement with Counseling Associates of America, LLC

Proposed Motion

Approve the renewal agreement from Counseling Associates of America, LLC for behavioral health services for the period of October 1, 2025 through September 30, 2026 as presented.



AGENDA ITEM 10C

Meeting Date: September 25, 2025
Prepared by: Lori Freiburg, Deputy Director
Subject: Request for Board Approval of Interlocal Agreement Between North Collier Fire Control and Rescue District and Immokalee Fire Control District for Medical Director Services

Objective

Approve the Interlocal Agreement between North Collier Fire Control and Rescue District and Immokalee Fire Control District for Medical Director services.

Background Information

At the September 29, 2017 Board of Fire Commissioners' meeting, the Board approved an Interlocal Agreement ("ILA") between the District and Immokalee Fire Control District that provided for the sharing of administrative services between the two districts.

At the February 27, 2025 Board of Fire Commissioners' meeting, the Board approved a First Amendment to the 2017 ILA for the addition of medical director services sharing.

Since the February 27 2025 meeting, District Counsel notified Staff that the original 2017 ILA to which the First Amendment applied had expired prior to the February board meeting. Because of this, the First Amendment approved at the February board meeting is null and void.

Because the 2017 original ILA has expired, a new ILA is required. In reviewing the 2017 ILA, Staff identified that services previously specified as shared are no longer jointly provided. Since 2017, Immokalee has progressively transitioned to utilizing its own staff to manage these functions. Notwithstanding these changes, the two districts continue to maintain a cooperative working relationship.

A new ILA has been prepared that limits the scope to only the shared provision of medical direction services.

Staff Recommendation

Staff recommends the Board approve the Interlocal Agreement between the District and Immokalee Fire Control District to provide for the sharing of medical direction services.

Attachments

Attachment 1: 2017 Interlocal Agreement Between North Collier Fire Control and Rescue District and Immokalee Fire Control District



**North Collier Fire Control and Rescue District
Board of Fire Commissioners
REGULAR MONTHLY MEETING
AGENDA ITEM 10C**

Attachment 2: New Interlocal Agreement between North Collier Fire Control and Rescue District and Immokalee Fire Control District for Sharing of Only Medical Director Services

Proposed Motion

Approve the Interlocal Agreement between North Collier Fire Control and Rescue District and Immokalee Fire Control District for the sharing of medical direction services.



AGENDA ITEM 10D

Meeting Date: September 25, 2025
Prepared by: Jorge Aguilera, Deputy Chief
Subject: Request Board Approval of Amendment to Agreement Between District and the Naples Senior Center

Objective

Request approval for amendment to agreement between District and Naples Senior Services

Background Information

At the January 26, 2023 Board of Fire Commissioners' meeting, the Board approved an agreement between the District and the Naples Senior Center. Under this agreement, the District is provided access to a Licensed Social Services provider who assists with referring patients encountered during District responses to social services that may support the patient's needs. Many of the patients encountered during District responses have low acuity medical needs, but rather sociological, psychological, and mental/behavioral driven complaints.

The District currently has an internal Social Services referral program which allows the crews which encounters patients which are experiencing events such as frequent falls, access to care or food insufficiency issues to name a few of the social determinant concerns. The crews are able to send the EMS Rescue Division a referral form which triggers our Mobile Integrated Health (MIH) program to either schedule a more comprehensive medical review with one of Paramedic and District physician or a referral to the License Social Service provider with Naples Senior Center. In most cases both services as needed. The EMS Rescue Division receives around 1-2 referrals a week for our personnel.

Considerations

The current agreement with Naples Senior Center expires November 14, 2025. The District would like to renew the agreement. The District's legal counsel has prepared a First Amendment to the agreement, extending the expiration to November 14, 2026, with two (2) additional one (1) year terms. All other terms of the agreement remain the same, including compensation.

Fiscal Impact

The fiscal impact remains unchanged at \$50,400 annually.



Recommendation

Attachments

Attachment 1: First Amendment to Agreement

Proposed Motion

Approve as per Staff's recommendation the First Amendment to the agreement between the District and the Naples Senior Center, renewing the terms for one year with two additional automatic renewals.



North Collier Fire Control and Rescue District
Board of Fire Commissioners
REGULAR MONTHLY MEETING

AGENDA ITEM 10E

Meeting Date: September 25, 2025
Prepared by: Lori Freiburg, Deputy Director
Subject: Request for Board Approval of District Policies

Objective

Obtain Board approval of District policies

Background Information

The following policies are presented for your approval this month.

POLICIES TO APPROVE		
Policy #	Policy Name	Summary
313	<u>NEW</u> Health Insurance Premium Benefits for Injured Firefighters	Documents the District’s responsibility, as required by Florida law, for expansion of employer-paid health benefits to cover firefighters who become totally and permanently disabled during an official training exercise; defines terms
415	<u>REVISED</u> Driver Authorization	Added requirement for reporting attendance at driving school

Considerations

313 Health Insurance Premium Benefits for Injured Firefighters

This policy documents the District’s responsibility, as required by Florida law, for expansion of employer-paid health benefits to cover firefighters who become totally and permanently disabled during an official training exercise, as well as their spouses and dependent children. The policy also defines “official training exercise” and “totally and permanently disabled”.

415 Driver Authorization

Employees are now required to report attendance at driver improvement school directly to the District. Under the current policy, only traffic violations must be reported. However, the District’s MVR reporting company has confirmed that certain violations may not appear on an MVR if the individual completes driver improvement school. Since the policy requires tracking of all violations, reporting driver school attendance will ensure that all violations are accurately captured and monitored.



Staff Recommendation

Staff recommends approval of new District policy *313 Health Insurance Premium Benefits for Injured Firefighters* with effective date of October 1, 2025 and revisions to current District policy *415 Driver Authorization* with effective date of November 1, 2025.

Proposed Motion

Move to approve new District Policy *313 Health Insurance Premium Benefits for Injured Firefighters* with effective date of October 1, 2025 and revised District policy *415 Driver Authorization* with effective date of November 1, 2025.



AGENDA ITEM 10F

Meeting Date: September 25, 2025
Prepared by: Ben Van Klingerren, Chief Financial Officer
Subject: Request for Board Adoption of Resolution 25-012, Amending the Firefighter Pension Plan; Providing for Extension of Time for DROP Participant Beneficiary to Elect DROP Payment Method

Objective

Obtain Board adoption of Resolution 25-012, amending the Chapter 175 Firefighter Pension Plan (“the Plan”); amending Section 11, optional forms of benefits; providing for an extension of time for DROP participant beneficiary to elect DROP payment method.

Background Information

At the August 14, 2025 Pension Board meeting, a resolution was presented and discussed pertaining to Section 11 of the Chapter 175 Firefighter Pension Plan – Optional forms of benefits. Resolution 25-012 has been presented to the Board of Fire Commissioners to ratify updated language clarifying and extending survivorship benefit election timelines upon death of a DROP participant.

Considerations

Current language under Section 11 of the Plan is as follows:

“Death of a DROP participant. If a DROP participant dies, the participant shall be deemed to have retired upon entry into DROP and survivorship benefits, if any, shall be paid in accordance with the participant's benefit elections upon entry into DROP. The balance in the DROP account shall be distributed in accordance with the distribution methodology elected by the participant, or if no such election has been made, the participant's designated Beneficiary may elect the method of payment in accordance with the time and election requirements of this section.”

Updated language is as follows:

Death of a DROP participant. If a DROP participant dies, the participant shall be deemed to have retired upon entry into DROP and survivorship benefits, if any, shall be paid in accordance with the participant's benefit elections upon entry into DROP. The balance in the DROP account shall be distributed in accordance with the distribution methodology elected by the participant, or if no such election has been made, the participant's designated Beneficiary may elect the method of payment within sixty (60) days following the death of the participant. All such elections shall be irrevocable. Failure to elect a payment within the prescribed time shall be automatically deemed an election to receive payment of the entire DROP account balance in a lump sum, less all required tax withholdings in accordance with the time and election requirements of this section.



Fiscal Impact

There is no fiscal impact to update the Plan documents as presented.

Recommendation

Staff recommends the Board approve and adopt Resolution 25-012, amending the Firefighter Pension Plan; updating Section 11 "Optional forms of benefits" as presented.

Attachments

Attachment 1: Resolution 25-012

Proposed Motion

Adopt Resolution 25-012, amending the Firefighter Pension Plan as presented.



North Collier Fire Control and Rescue District
Board of Fire Commissioners
REGULAR MONTHLY MEETING

AGENDA ITEM 10G

Meeting Date: September 25, 2025
Prepared By: Lori Freiburg, Deputy Director
Subject: Request Board Direction Regarding Vacancy of Seat 2 of the District's Board of Fire Commissioners

Objective

Obtain Board direction regarding the vacancy of Seat #2 of the District's Board of Fire Commissioners

Background Information

Commissioner James Burke passed away on August 25, 2025, leaving vacant Seat #2 of the District's Board of Fire Commissioners.

Considerations

Commissioner Burke filled Seat 2 of the District's Board, a four-year term seat expiring in November 2026.

District Counsel Laura Donaldson notes that pursuant to Section 191.005(5), Florida Statutes, and subsection (6) of Section 5 of the District's charter found in Chapter 2015-191, Laws of Florida, remaining Board members are not required to fill a vacant Board seat; rather, the statute and applicable charter provision provide that the remaining Board members *may* fill the vacancy.

If the remaining members elect to fill the seat, it must be filled by a qualified elector of the District. The appointed member serves until the next general election which will occur on November 3, 2026, at which time an election shall be held to fill the vacancy for the remaining term, if any.

Recommendation

Staff recommends the Board proceed with filling the vacancy in accordance with Section 191.005(5), Florida Statutes and subsection (6) of Section 5 of Chapter 2015-191, Laws of Florida.

Staff suggests the following timeline to fill the vacancy:

- | | |
|--------------------|---|
| September 25, 2025 | Obtain Board Approval for Process to Fill Vacancy |
| September 29, 2025 | Advertise Vacancy in Naples Daily News and on District Website (utilizing online application via District website, with |



North Collier Fire Control and Rescue District
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REGULAR MONTHLY MEETING
AGENDA ITEM 10G

capability for applicants to upload supplement documents such as resume, etc.)

- | | |
|-------------------|--|
| October 17, 2025 | Deadline for Applications (5:00 pm) |
| October 30, 2025 | Monthly Board Meeting to Review Applicants and Appointment. If Applicant is present at meeting, swearing in would take place. If Applicant is not present at the meeting, Staff would coordinate swearing in very soon after the meeting, and prior to the November Board Meeting. |
| November 20, 2025 | New Commissioner's First Board Meeting |

Fiscal Impact

There is no fiscal impact to the District for filling the vacancy.

Attachments

Attachment 1: Application for Those Interested in Applying for Vacant Seat #2



AGENDA ITEM 10H

Meeting Date: September 25, 2025
Prepared by: Eloy Ricardo, Fire Chief
Subject: Request for Board Ratification of Collective Bargaining Agreement Between District and Local 2297 for Period October 1, 2025 through September 30, 2028

Objective

Obtain Board ratification of the Collective Bargaining Agreement (“Agreement”) Between North Collier Fire Control and Rescue District (“District”) and North Collier Professional Firefighters and Paramedics, International Association of Fire Fighters, Local #2297 AFL-CIO (“Local 2297”) for the period of October 1, 2025 through September 30, 2028

Background Information

On November 25, 2024, District staff and Local 2297 representatives began negotiations for a renewal contract to replace the previous, expired contract for period of October 1, 2022 through September 30, 2025. This new agreement includes 46 articles.

Considerations

The Collective Bargaining Agreement must now be ratified by a majority of the Board of Fire Commissioners and a majority of the Local 2297 union members. This tentatively agreed-upon Agreement represents countless of hours of work by both the District and Local 2297.

Recommendation

Staff recommends the Board ratify the Collective Bargaining Agreement as presented between the District and Local 2297 for the period of October 1, 2025 through September 30, 2028

Attachments

Attachment 1: Proposed Collective Bargaining Agreement for Period of October 1, 2025 – September 30, 2028

Proposed Motion

Ratify the Collective Bargaining Agreement as presented between North Collier Fire Control and Rescue District and the North Collier Professional Firefighters and Paramedics, International Association of Fire Fighters, Local #2297 AFL-CIO for the Period October 1, 2025 through September 30, 2028