



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

**MINUTES**

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

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**1. CALL TO ORDER**

Vice-Chairman Feder called meeting to order at 4:32 p.m. With three of four Commissioners present (Christopher Crossan, Norman Feder and James Calamari), quorum was met. Chairman Christopher Lombardo 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 3:0

**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

Commissioner Calamari moved to approve all four sets of minutes as presented. Commissioner Crossan seconded. MOTION CARRIED 3:0

**5. CHIEF'S REPORT**

Fire Chief Eloy Ricardo indicated he would give comments throughout agenda in order to conserve time as the Final Budget Hearing was due to begin at 5:05 pm.

**6. TREASURER'S REPORT**

- A. July 2025
- B. August 2025

Commissioner Calamari read both prepared summaries for the July 2025 and August 2025 Treasurer's Reports. Board accepted reports as presented into record.

**7. LABOR REPORT**

Local 2297 Secretary, Dario Aviles, gave verbal 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

Commissioner Crossan moved to approve Consent Agenda as presented. Commissioner Calamari seconded. MOTION CARRIED 3:0

## 9. OLD BUSINESS

### A. Procurement of Fire Apparatus and Equipment Within Current Industry Trends (Recurring Discussion Item)

Fire Chief Eloy Ricardo gave verbal update.

### B. Request Ratification of Medical Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Commissioner Calamari moved to accept as presented Ratification of Medical Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting. Commissioner Crossan seconded. MOTION CARRIED 3:0

### C. Request Ratification of Dental Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting

Commissioner Calamari moved to accept as presented Ratification of Dental Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting. Commissioner Crossan seconded. MOTION CARRIED 3:0

### 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

Commissioner Crossan moved to accept as presented 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. Commissioner Calamari seconded. MOTION CARRIED 3:0



Chairman Lombardo joined the meeting at 4:47 p.m. Commissioner Feder turned the meeting over to Chairman Lombardo.

**E. Request Ratification of Life Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting**

Commissioner Calamari moved to accept as presented Ratification of Life Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting. Commissioner Feder seconded. MOTION CARRIED 4:0

**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**

Commissioner Crossan moved to accept as presented Ratification of Voluntary Vision Insurance Policy for 2025-2026 Fiscal Year Approved at Prior August 11, 2025 Emergency Board of Fire Commissioners' Meeting. Commissioner Feder seconded. MOTION CARRIED 4:0

**10. NEW BUSINESS**

**A. Request Approval for Renewal of Workers' Compensation Insurance for 2025-2026 Fiscal Year**

Commissioner Crossan moved to approve as presented per staff recommendation 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. Commissioner Feder seconded. CFO Ben Van Klingeren and Deputy Director Lori Freiburg gave summary remarks. MOTION CARRIED 4:0

**B. Request Approval for Renewal of Counseling Associates Agreement for 2025-2026 Fiscal Year**

Commissioner Calamari moved to approve as presented per staff recommendation the renewal agreement from Counseling Associates of America, LLC for behavioral health services for the period of October 1, 2025 through September 30, 2026. Commissioner Crossan seconded. Deputy Director Freiburg gave summary remarks. MOTION CARRIED 4:0

**C. Request Approval of Interlocal Agreement between District and Immokalee Fire Control District for Medical Director Services**

Commissioner Calamari moved to approve as presented per staff recommendation the Interlocal Agreement between the District and Immokalee Fire Control District to provide for the sharing of Only Medical Director Services. Commissioner Crossan seconded. MOTION CARRIED 4:0

**D. Request Approval for Amendment to Agreement between District and Naples Senior Center**



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

**E. Request Approval of District Policies**

Commissioner Calamari moved to approve as presented per staff recommendation 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. Commissioner Crossan seconded. Deputy Director Freiburg gave summary remarks. MOTION CARRIED 4:0

**F. Request Adoption of Resolution 25-012 to Approve Amendment to the North Collier Fire Control and Rescue District Firefighter Pension Plan**

Commissioner Calamari moved to approve and adopt as presented per staff recommendation Resolution 25-012, amending the Firefighter Pension Plan. Commissioner Crossan seconded. MOTION CARRIED 4:0.

**G. Request Direction Regarding Vacancy of Seat 2 of the District's Board of Fire Commissioners**

The Board discussed the vacancy of Seat 2. General consensus of the Board was noted to proceed with filling the vacancy. Chairman Lombardo gave official direction to staff to begin the process to fill the vacancy of Seat 2.

**Chairman Lombardo recessed the meeting at 5:05 p.m. in order to conduct the Final Budget Hearing scheduled for 5:05 p.m.**

**Chairman Lombardo resumed the Board Meeting at 5:16 p.m.**

**H. Request Ratification of Collective Bargaining Agreement Between District and Local 2297 for Period of October 1, 2025 through September 30, 2028**

Chairman Lombardo moved to approve as presented Ratification of the Collective Bargaining Agreement 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. Commissioner Calamari seconded. MOTION CARRIED 4:0

**11. COMMENTS BY COMMISSIONERS**

Verbal comments were given.

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

Public comment was given



### **13. ADJOURNMENT**

Commissioner Calamari moved to adjourn the meeting. Commissioner Crossan seconded.  
MOTION CARRIED 4:0 Meeting adjourned at 5:35 p.m.

Approved